State of Utah

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Division of Child and Family Services

Annual Progress and Services Report

June 30, 2011

TABLE OF CONTENTS

INTRODUCTION [45 CFR Part 1357.15]

Mariah
Age: **14**
Photographed by: **Robert Dyer**

Foreword

Utah participated in the second round of the Child and Family Services Review (CFSR) the week of June 21, 2010. Sixty-five cases (40 foster care and 25 in-homes services cases) open during the period under review (April 1, 2009, through June 25, 2010) were selected for review. Of these cases 31 came from Salt Lake County, 17 cases originated from Washington County, and 17 cases were pulled from Weber County.

As a result of that review, DCFS wrote and submitted a Program Improvement Plan (PIP), which identifies activities that will enhance the quality of services provided to children and their families within the State of Utah. ACF is currently reviewing that plan and will be negotiating with the Division of Child and Family Services (DCFS) on any changes to be made.

Overview

This document presents the year-two update of the five-year 2010-2014 Child and Family Services Plan (CFSP). In it, the Division of Child and Family Services (DCFS) identifies programmatic achievements that support the State's efforts to attain the desired outcomes of safety, permanency, and wellbeing for children and families in Utah. It also outlines future initiatives that will aid in operating a more comprehensive, coordinated, and effective child and family services delivery system. It details accomplishments and future activities that relate to directives outlined in the following federal laws and regulations:

- Title IV-B Part 1, Stephanie Tubbs Jones Child Welfare Services
- Title IV-B Part 2, Promoting Safe and Stable Families (PSSF) including Monthly Caseworker Visits
- Chafee Foster Care Independence Program (CFCIP)
- Education and Training Voucher Program (ETV)

This document also relates results of activities that pertain to the following statutes:

- The Indian Child Welfare Act (ICWA)
- The Indian Self-Determination and Education Assistance Act
- The Multi-Ethnic Placement Act (MEPA)/Inter-Ethnic Placement Act (IEPA)
- The Interstate Compact on Adoptions and Medical Assistance (ICAMA)
- The Interstate Compact on the Placement of Children (ICPC)
- The Fostering Connections to Success and Increasing Adoptions Act
- Title IV-E Federal Payments for Foster Care and Adoption Assistance

All data presented in this report are obtained through the DCFS SAFE database, the division's Automated Child Welfare Information System (SACWIS).

Involvement of Agencies, Organizations, and Individuals in Planning [45 CFR 1357.15 (a) (4) and 1357.16 (a)]

More than 85 people attended the 5th Annual Quality Improvement Committee Summit held December 1, 2010. During that meeting, participants discussed the agency's progress toward meeting goals and objectives outlined in the 2010-2014 Child and Family Services Plan (CFSP) as well as recommended new activities and objectives that will enable DCFS to meet those goals.

Agencies Represented at the 5th Annual Quality Improvement Summit		
Administration on Children and Families (ACF)	ACYF Region VIII Regional Office	Carbon County School District
Casey Family Programs	Christmas Box House International	Court Appointed Special Advocates Office (CASA)
Department of Human Services Executive Director's Office	Department of Human Services Office of Services Review	Department of Human Services Division of Child and Family Services
Fostering Healthy Children's (FHC) Program	Foster Parents	Department of Human Services Division of Juvenile Justice Services
Northern Region Quality Improvement Committee	Office of the Guardian Ad-Litem	Primary Children's Hospital Safe and Healthy Families Program
Salt Lake County Division of Youth Services	Sevier County	State of Utah Administrative Office of the Courts
Statewide Quality Improvement Committee	South Main Foster Care Clinic	University of Utah
Utah Foster Care Foundation	Utah House of Representatives	Utah Juvenile Court
Utah Pride Center	Western Region Quality Improvement Committee	

Distribution [45 CFR 1357.15 (v)]

This document will be distributed to the following agencies or individuals:

- Executive Director-Department of Human Services
- Regional Administrator-Administration on Children and Families
- Child and Family Program Specialist for Utah-Administration on Children and Families
- Native American tribes located within the State of Utah

It will also be available to other interested parties at their request.

Description of Agency [45 CRF Part 1357.15 (e)]

The State of Utah Department of Human Services (DHS) is responsible for the administration of programs and services provided using funding authorized by Titles IV-B, IV-E, and XX of the Social Security Act. The department has designated the Division of Child and Family Services (DCFS) as the agency responsible for implementing and providing direct oversight of Title IV-B and Title IV-E programs and child welfare and domestic violence services delivered to Utah's children and families. As such, DCFS administers the federal Child and Family Services Plan (CFSP).

The division, the lead child welfare agency for the State of Utah, provides services throughout the State of Utah. The division is responsible for agency planning, legislative matters, implementation and coordination of federally funded programs, policy development, information system development and maintenance, as well as overall management of division programs and services.

Management

The Division Director is the administrative head of the division and is located in the state administrative headquarters in Salt Lake City, Utah. The Division Director is supported by and supervises the Director's Team, which includes the two Deputy Directors, the Finance Director and the Director's Administrative Assistant. The Director directly supervises the Information Systems, Evaluation, and Research Director who oversees the SAFE Program Team, the Data Unit and individuals that staff the Helpdesk.

One Deputy Director directly supervises the Program and Practice Improvement Manager, the Professional Development Manager, the ICPC Manager, the Constituent Services Manager and the Background Screening Coordinator. Primary responsibilities of this team encompass practice improvement, professional development, coordination of services with other states, and coordination of legislative affairs.

The second Deputy Director directly supervises the Contract Manager, the Audit Manager, the Prevention Services Program Administrator, as well as the five Regional Directors located in one of five regional offices throughout the state. The primary responsibilities of this team encompass child abuse and neglect prevention, field operations, and assuring the quality of contracted services.

The Finance Director supervises managers that oversee Budget and Accounting and Federal Revenue and supports regional Administrative Services Managers. The primary focus of this team is to assure that the division meets requirements pertaining to the receipt, management, and distribution of all state and federal funds made available to the division.

The Program and Practice Improvement Manager supervises individual Program Administrators that provide support to agency programs including the Adoption, Child Protective/Intake Services, Domestic Violence, In-Home Services, Kinship Services, Permanency (Out-of-Home) and Transition to Adult Living (Chafee and ETV) programs. That person also supervises staff responsible for monitoring, reviewing, and evaluating client outcome data generated from Quality Case Reviews (QCR), Case Process Reviews (CPR), and the CFSR.

The Professional Development Manager oversees all training activities and supervises trainers that not only develop the agency's professional curriculum but also deliver training to caseworkers, supervisors, support staff, and community partners. The Professional Development Manager also indirectly supports regional training teams.

Three administrative teams coordinate activities and make policy decisions that guide agency programs and services. First, the DCFS Executive Team, comprised of the Director, two Deputy Directors, and the Director of Finance, meet weekly to review the division's financial status and coordinate state office activities with those being conducted through the regions.

The DCFS Administrative Team, the unit responsible for oversight of the CFSP and Child and Family Services Review (CFSR), is comprised of the Executive Team, the Information Systems, Evaluation, and Research Manager, Program and Practice Improvement Manager, Professional Development Manager, Federal Revenue Manager, and the Constituent Services Manager. It is the body that has primary responsibility for overseeing state office operations and for overall planning, budgeting, decision-making, and communications for the division. This group meets twice monthly to conduct the business of the division.

The State Leadership Team (SLT), comprised of DCFS Administrative Team and the five Regional Directors, meets twice monthly and is responsible for oversight of statewide operations.

DCFS Regions and Counties They Serve	
Eastern Region	Carbon, Daggett, Duchesne, Emery, Grand, San Juan, Uintah Counties
Northern Region	Box Elder, Cache, Davis, Morgan, Rich, Weber Counties
Salt Lake Valley Region	Salt Lake, Tooele Counties
Southwest Region	Beaver, Garfield, Iron, Kane, Piute, Sanpete, Sevier, Washington, Wayne Counties
Western Region	Juab, Millard, Summit, Utah, Wasatch Counties

Regional Directors, located in five geographically defined regions, lead their regional administrative teams and are responsible for the region's budget, personnel, inter-agency partnerships, and service delivery. Staff members in those regions deliver services statewide to children and families.

While DCFS personnel in those regions deliver a variety of support services to agency clients, the division also contracts with private or non-profit providers for a number of support services in accordance with requirements of federal law. The division acts as the agency responsible for establishing standards for all direct or contract program and service providers, and while the Department of Human Services is responsible for yearly audits of contracts, DCFS is responsible for monitoring contracted services to ensure that all program standards and contract stipulations are met.

DCFS is involved in the collection of data and operates and maintains the SAFE Management Information System, its SACWIS database that tracks client identifying information as well as services delivered to children and families. DCFS uses this data to provide state or federal legislators with information they need to formulate laws that support programs and services. Information is also provided to federal, state, or private funding sources that use data to appropriate funding for child and family services delivered by the division.

Organization Chart

Child and Family Services State Office Organization Chart — Last Update 10/14/11

Blue is Director's Team
Blue and Yellow and Tan Represent the State Office Management Team
Blue, Yellow and Orange Represent the State Leadership Team
Circles Represent Supervisors
Arrow's define supervision path
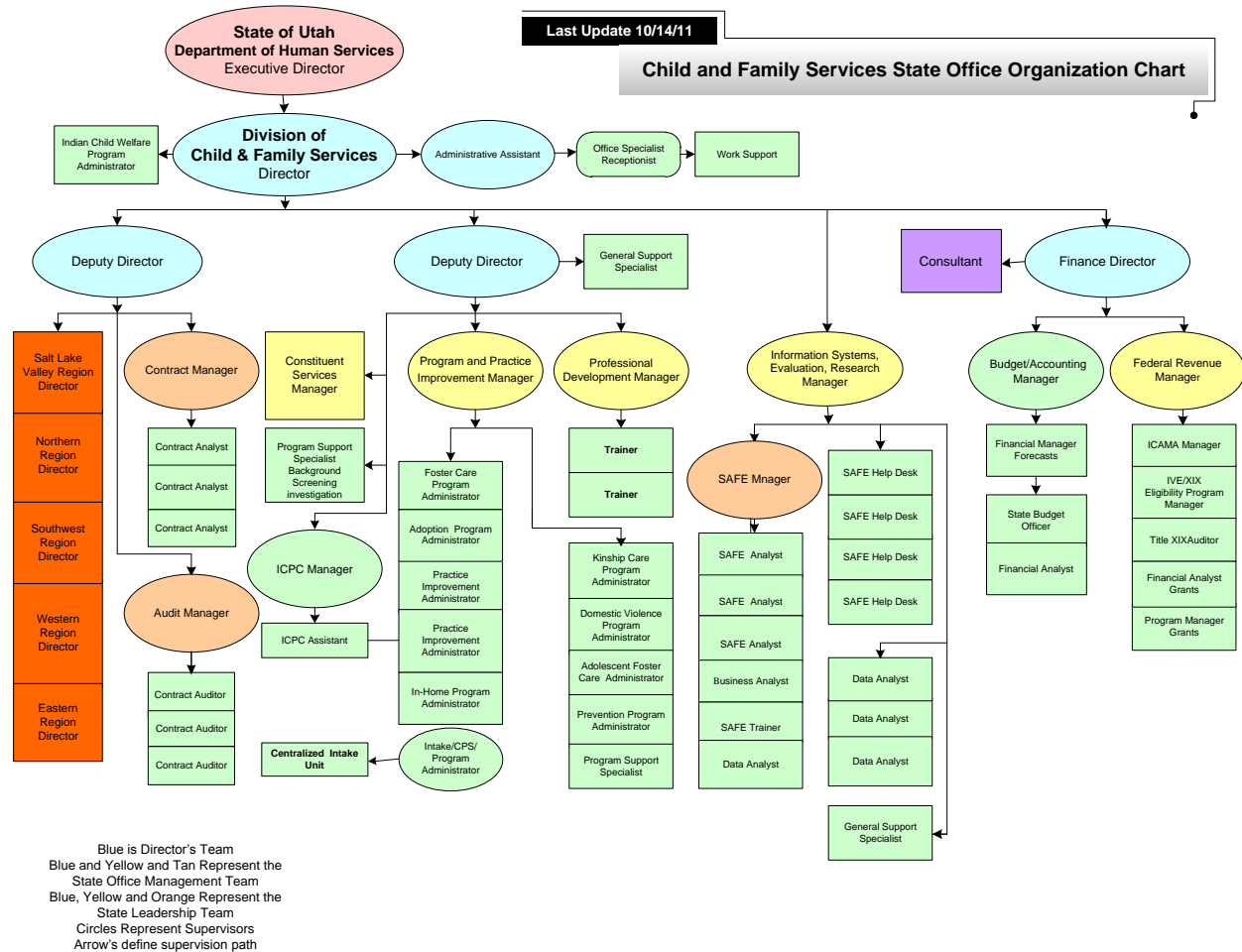
Vision, Mission, and Practice Model Principles [45 CFR Part 1357.15 (g)]

Vision

Safe Children, Strengthened Families

Mission Statement:
To keep children safe from abuse and neglect and provide domestic violence services
by strengthening families and working with communities.

Practice Model

Practice Model Principles guide staff as they strive to achieve the agency's vision and meet its mission. They are consistent with child and family services principles specified in federal regulations [45 CFR 1355.25(a) through 1355.25(h)].

Principle One - Protection. Children's safety is paramount; children and adults have a right to live free from abuse.

Principle Two - Development. Children and families need consistent nurturing in a healthy environment to achieve their developmental potential.

Principle Three - Permanency. All children need and are entitled to enduring relationships that provide a family, stability, belonging, and a sense of self that connects children to their past, present, and future.

Principle Four - Cultural Responsiveness. Children and families are to be understood within the context of their own family rules, traditions, history, and culture.

Principle Five - Partnership. The entire community shares the responsibility to create an environment that helps families raise children to their fullest potential.

Principle Six - Organizational Competence. Committed, qualified, trained, and skilled staff, supported by an effectively structured organization, help ensure positive outcomes for children and families.

Principle Seven - Professional Competence. Children and families need a relationship with an accepting, concerned, empathetic worker who can confront difficult issues and effectively assist them in their process toward positive change.

Practice Skills

A set of key Practice Skills has been formulated from the Practice Model Principles and are designed to "Put Our Values Into Action." These basic skills are:

Engaging. The skill necessary to effectively establish a relationship with children, parents, and individuals that work together to help meet a child or family's needs or resolve child welfare related issues.

Teaming. The skill that workers use to assemble, become a member of, or lead a group or groups that supply needed support, services and resources to children or families and that help resolve critical child and family welfare related issues. Child welfare is a community effort and requires a team.

Assessing. The skill that enables workers to obtain information about salient events and underlying causes that trigger a child or family's need for child welfare related services. This discovery process helps children and families identify issues that affect the safety, permanency, or wellbeing of the child, helps children and families discover and promote strengths they can use to resolve issues, determines the child or family's capacity to complete tasks or achieve goals, and ascertains a family's willingness to seek and utilize resources that will support them as they try to resolve their issues.

Planning. The skill that workers use to identify and design incremental steps that help move children and families from where they are to a better level of functioning. During the planning cycle a worker:

- Helps children or families make decisions about what programs, services, or resources they want to use to meet their needs,
- Helps children and families evaluate the effectiveness of their decisions,
- Helps children and their families rework or revise their service delivery plan,
- Helps children and families celebrate successes when they occur, and,
- Helps children and families face consequences when their plan fails to achieve the desired results.

The outcome of the planning process is the development of a unique service delivery plan tailored to the needs of the individual child or family.

Intervening. The skill used to intercede when a child or family's interactions, activities, or behaviors fail to decrease risk, provide safety, promote permanency, or assure the wellbeing of a child. This skill is utilized when helping families find housing, when helping a parent change negative patterns of thinking about their children, or when helping members of a family change their relationship with each other.

Practice Standards

Following are general practice standards that cross program boundaries. Together with practice principles and skills these standards will help caseworkers understand their roles and responsibilities. Standards will give guidance to caseworkers as they provide services and strive to achieve safety and permanence for each child and family member they help.

A. Service Delivery Standards.
    1. Children and families will receive individualized services matched to their strengths and needs as assessed by the Child and Family Team.
        (a) Prevention services help resolve family conflicts and behavioral or emotional concerns before there is a need for the family to become deeply involved in the child welfare system.
        (b) In a family where abuse has already occurred, interventions will be developed with the goal of preventing any future incidents of abuse. Services provided to children and families will respect their cultural, ethnic, and religious heritage.
    2. Services provided to children and families will respect their cultural, ethnic, and religious heritage.
    3. Services will be provided in the home-based and neighborhood-based settings that are most appropriate for the child or family's needs.
        (a) Services will be provided in the least restrictive, most normalized setting appropriate.
    4. Meaningful child and family participation in decision-making is vitally important, and all children and family members shall have a voice (as developmentally appropriate) in influencing decisions made about their lives, to the level of their abilities, even when specialized communication services are required.
        (a) Children and families will be actively involved in identifying their strengths and needs, and in matching services to identified needs.
    5. In whatever placement is deemed appropriate siblings should be placed together. When this is not possible or appropriate, siblings should have frequent opportunities to visit each other.
    6. When an out of home placement is required, children should be placed in close proximity to their family with frequent opportunities to visit.

7. When children are placed in an environment outside of their parent's home, they must be provided with educational opportunities and, where developmentally appropriate, vocational opportunities with the goal of becoming self-sufficient adults.

8. Children receiving services shall receive adequate, timely medical and mental health care that is responsive to their needs.

B. Standards Relating to Child and Family Teams.

1. Working within the context of a Child and Family Team is the most effective way to identify and provide services to children and families.

2. Whenever possible, critical decisions about children and families, such as service plan development and modification, removal, placement, and permanency, will be made by a team to include the child and his or her family, the family's informal helping systems, out of home caregivers, and formal supports.

3. Child and Family Teams should meet face to face periodically to evaluate assessments, case planning, and services delivered, and also to track progress. When there are domestic violence issues, separate Child and Family Team Meetings may be held (refer to Domestic Violence Practice Guidelines Section 600.)

C. Standards Relating to Assessments.

1. Strengths-based assessments should be produced with attention to:

(a) The family's underlying needs and conditions.

(b) Engaging the family in developing interventions that address the threats of harm, the protective capacities of the family, and the child's vulnerability.

D. Standards Relating to Planning.

1. Children and/or their family members shall be involved in the planning process. The plan will be adapted and changed as the case evolves. The Child and Family Plan:

(a) Incorporates input from the family, formal, and informal supports.

(b) Identifies family strengths.

(c) Utilizes available assessments.

(d) Identifies services that address the family's needs and includes specific steps and services that assist the family in achieving safety, permanency, and the child's wellbeing.

(e) Anticipates transitions.

(f) Addresses safety for both child and adult victims.

(g) Identifies permanency goals, including a concurrent permanency goal and plan.

Andrew

Age: **14**

Photographed by: **Steve Mackley**

Adoption Program

Populations Served

The Adoption Program strives to provide an adoptive home for every legally free child in DCFS custody as well as for children in DCFS custody where adoption has been determined to be the most appropriate goal. The Adoption Program also provides support and adoption assistance to an adoptive family of a child with special needs.

Geographic Areas in Which Services are Provided

Adoption services as defined by statute are provided statewide in all of the division's five regions.

Services Provided

Utah State Code 62A-4a-101 (2) states adoption services means:

(a) Placing children for adoption;
(b) Subsidizing adoptions under Section 62A-4a-105;
(c) Supervising adoption placements until the adoption is finalized by the court;
(d) Conducting adoption studies;
(e) Preparing adoption reports upon request of the court; and
(f) Providing post-adoptive placement services, upon request of a family, for the purpose of stabilizing a possible disruptive placement.

The Adoption Program coordinates and oversees adoptive placements as well as assesses and provides adoption assistance.

In resource family training, all newly licensed resource families as well as kinship families receive training that informs them that if a child cannot be safely reunited with their family the resource or kinship family will be asked if they are willing to adopt the child or sibling group for

whom they are caring. In the instance where a resource or kinship family agrees to adopt, a dual foster care and adoption evaluation is conducted to determine the family's suitability and capability to care for an adoptive child.

When a child's permanency goal changes to adoption, the child's caseworker helps the resource family assess what services the child may need and helps that family apply for adoption assistance. During that process, the resource family also learns about community resources that may be helpful in raising an adopted child.

For children in custody of the state that are not adopted by their resource or kinship family and have become legally free for adoption, the Adoption Program recruits adoptive families through its website, through the Heart Gallery, or through special public affairs or media events. Potential foster families must meet the child's special cultural needs and must agree to (preferably before the child is placed in the home):

- Complete an adoption training program approved by Child and Family Services
- Complete a family assessment and home study administered by a licensed child placement agency
- Obtain a foster care license issued by the Department of Human Services, Office of Licensing, or meet the same standards, or receive a written waiver of a standard
- Be approved as an adoptive family by members of the child's Adoption Committee
- Receive a determination by Child and Family Services that no conflict of interest exists.

Post-adoption assistance is available to qualified adoptive families and, depending on the availability of funding, to adoptive parents who adopt children from other countries. The same array of community resources and services may be available to inter-country adoptive families as are available to families adopting U.S. born children.

Regional post-adoption services are delivered by clinical staff that help the adoptive family access appropriate community services including respite care services, educational support and adoption specific mental health treatment. In addition adoption workers may be able to help families obtain information from the child's records, mediate crisis situations, and link families with adoption support groups.

Utilizing Promoting Safe and Stable Families (PSSF) funding, the Adoption Program conducts promotion and recruitment activities as well as provides post-adoption support. An annual conference is held where adoptive families are able to attend a variety of workshops that address issues relevant to raising children who have special needs, including those that have experienced abuse, neglect, drug exposure, or are grieving due to the loss of their biological family or other caretakers.

Further support is provided to adoptive families through the Adoption Program's website, which provides links to current community resources. The Adoption Program also publishes a newsletter that is sent to all adoptive families quarterly.

Most of these same services are expected to be available in FFY 2012, however because of statewide funding cuts, options for out-of-home mental health treatment for adopted youth have been greatly diminished.

Accomplishments

Number of Finalized Adoptions from Foster Care and Home Based Services		Average Number of Months Adoption Cases are Open	
	Total	In-Home	Foster Care
FFY '07	542	14	18
FFY '08	611	16	17
FFY '09	578	15	18
FFY '10	629	15	17

The Adoption Program:

- Facilitated 629 adoptions, of which 548 involved children in foster care
- Conducted Casey Family Service Roundtable Training in two of the division's regions
- As part of the Roundtable Training staff identified 20 children in the state's custody (who have not yet obtained permanency) who will receive special services that will make them eligible for adoption as well as will enable them to be placed with an appropriate adoptive family
- Initiated the process to write new requests for proposals that, during FFY 2012, will lead to new contracts with service providers
- Provided kinship home study training to workers that conduct adoption studies for families involved in a dual placement adoption
- Provided a presentation at the Utah Adoption Council on early brain development which helped participants identify how trauma, abuse, and drug exposure affects normal brain development
- Provided a presentation at the Utah Adoption Council on the needs of older children and children with special needs
- Supported eight agencies that provide in-home respite care services for adoptive families
- With regional staff, the Bureau of Contract Management, the Department of Health-Division of Medicaid, and the Division of Juvenile Justice, coordinated mental health and residential treatment services delivered to children in state custody or adopted from State custody, specifically to disabled children in DCFS custody or children adopted from DCFS custody receiving residential services
- Worked with the Heart Gallery to highlight more than 50 children who are waiting for adoptive families
- Developed Practice Guidelines that:
  - o Strengthened language about keeping siblings together
  - o Helped DCFS find appropriate relative placements for children
  - o Helped clarify the process used to facilitate kinship adoptions
  - o Strengthened the case for using a contracted agency to help recruit adoptive families when the child will not be adopted by their resource or kinship family
  - o Helped clarify the role of the Adoption Committee
  - o Helped clarify ICPC adoption process.
- Worked with out-of-home and clinical staff to establish reliable tools that will help caseworkers make better placement decisions when children are removed from their parents.

Anticipated Significant Activities to be Performed in FFY 2012

In FFY 2012 the Adoption Program will attempt to find experienced volunteers that will help caseworkers read and rate home studies for children waiting for adoptive families.

Estimated Number of Individuals to be Served in FFY 2012

While it is not possible to fully predict the number of adoptions from foster care that will take place in FFY 2012, DCFS is expecting to support at least 600 adoptions, the division's three-year average.

In-Home Program

Populations Served

The In-Home Program sustains, strengthens, and enriches the capacity of parents to meet the requirements of parenting while assuring the safety and wellbeing of family members. Intensive family preservation is designed to prevent removal of children from their home and unnecessary placement of children in alternate settings.

Utah Administrative Rule 512-100-3 states:

"Home-based services may be provided to children who are potentially at-risk of abuse and neglect and their families."

Home-based services are appropriate when any of the following conditions exist:

1. A child has experienced abuse or neglect but can remain safely in the home
2. When a child is returned home from out of home care
3. When an adoptive placement may disrupt or dissolve and intensive services are needed to maintain the family in the adoptive home
4. When reunification is likely within 14 days and intensive support is needed to prepare for and facilitate the reunification.

Geographic Areas in Which Services are Provided

In-home support and services are provided statewide through each of the five DCFS regions.

Services Provided

Services provided fall under one of four categories:

- Voluntary services (i.e. Protective Services Counseling)
- Court-ordered services (i.e. Protective Services Supervision)
- Intensive short-term services (i.e. Protective Family Preservation) provided to children who are at immediate risk of an out-of-home placement
- Reunification.

The following services are either directly provided by regional DCFS home-based services staff or through contracts with participating partners: Not all services are available statewide.

- Family preservation services
- Child custody home evaluation
- Individual and family counseling
- Parenting skills training and education
- Homemaker services
- Community-based family support services
- Protective services counseling/supervision

- Protective day care
- Youth advocate program
- Parent advocacy
- Clinical counseling
- Peer parenting
- Sexual abuse treatment

Utah is in the process of developing a new In-Home Services model that will operate within the broader structure of the practice model. Specific components and supportive services to be provided as part of the In-Home Services model are also being assessed. We expect that there may be some modification to the services listed above as this work progresses during FFY 2012.

Accomplishments

Total Individuals and Families Served through the In-Home Services Program			
	Number of Families	Number of Adults	Number of Children
FFY '07	4833	6851	7534
FFY '08	4502	6605	7357
FFY '09	4280	6168	6937
FFY '10	4170	5836	6368

- The In-Home Services Workgroup (including a subgroup that will select a model and a subgroup that will select the assessment tool to support the model) met monthly in an effort to select and implement a new In-Home Services model
- The In-Home Services Workgroup assessed how in-home services are being practiced in each region, determined what existing practices need to be enhanced, identified areas where new practices are needed, and identified activities that will help build a more effective In-Home Program
- The In-Home Program and CPS Teams collaborated to develop CPS Practice Guidelines that integrate In-home Program services and practices into the CPS service delivery model
- The In-Home Program included additional community partners in activities that will ultimately enhance the In-Home Program.
- The In-Home Program Administrator highlighted in-home services, and practices at the DCFS Supervisor Conference, an ongoing training activity that strives to enhance organizational competence.

Anticipated Significant Activities to be Performed in FFY 2012

The In-Home Program will:

- Identify, select, pilot test, and implement statewide an in-home services model as well as an assessment tool that will help determine the in-home service needs of children and families.

- Further enhance the interface between the CPS and In-Home program areas
- Update Practice Guidelines so that they will support the new in-home model
- Educate community partners on the new in-home model
- Enhance community resources and services that support in-home services.

Estimated Number of Individuals to be Served in FFY 2012

The four-year average indicates that in-home services will be provided to approximately 6200 adults and 6875 children in 4315 families.

Kinship Services

Populations Served

Kinship services are provided to a non-custodial parent, relative, or friend, who is selected as a placement that will care for a child in DCFS custody.

Geographic Areas in Which Services are Provided

Staff members located in the agency's five divisions provide kinship support services statewide.

Services Provided

DCFS caseworkers help kin families evaluate their capacity to provide ongoing care for a relative's child, help kin families complete the appropriate background screening and conduct reference checks needed before a child can be placed in the kin caregiver's home. Caseworkers also educate kinship caregivers about issues related to caring for a child who is under the jurisdiction of the court, assess current resources that may be available to assist kin in providing a stable placement for the child, and provide information about how kin caregivers can become licensed foster care providers as well as on how kin families can gain temporary custody or guardianship of the child.

Support provided by other state agencies include:

- Financial Support including:
  - Child Support –When a child is ordered into Child and Family Services custody, the court orders the parent from whom the child is removed to contact the Office of Recovery Services (ORS) to establish a child support case to reimburse the state for cost of care.
  - Public Assistance-A non-custodial parent may apply for financial assistance, food stamps, or childcare through the Department of Workforce Services (DWS). Income and assets of all members of the household will be considered for determining eligibility. A relative may also apply for a specified relative grant through DWS.
  - Child's Unearned Income – A non-custodial parent may apply for Social Security or Supplemental Security Income.
  - Foster Care Payment-A friend or relative who is licensed as a foster parent and selected for placement of a child will receive a foster care payment appropriate for the child's level of need and the provider's level of training.

- ☐ Special Needs Payment: Special needs payments may be made for children who are in a preliminary placement with a kinship caregiver, if other resources are not available to meet those needs.
- Health Care Resources including:
  - ☐ Medicaid and Children's Health Insurance Program (CHIP)-A non-custodial parent or relative may apply for Medicaid or CHIP for the child through DWS.
  - ☐ Private Medical Insurance- When allowed by their insurance plan, a non-custodial parent or relative may be able to provide for the child's health care needs by adding the child to their own private medical insurance.
  - ☐ State Medical Services Program-If the child in state custody is not Medicaid eligible, the eligibility worker or nurse will generate an MI706 authorization to establish a payment process for medical expenses paid by DCFS via the Department of Health until Medicaid eligibility can be determined. The non-custodial parent or relative should have applied for Medicaid, including requesting retroactive coverage, before an MI706 is requested or issued by a nurse.

These same services are expected to be available in FY 2012.

Accomplishments

	Number of Children Placed with Relatives										
	Kin Type Aunt/Uncle		Kin Type Grandparent		Kin Type Non-Custodial Parent		Kin Type Sibling		Kin Type Other		Total
FFY '07	294	30%	363	37%	134	14%	17	2%	175	18%	983
FFY '08	387	33%	481	41%	111	9%	20	2%	176	15%	1175
FFY '09	541	37%	596	41%	93	6%	27	2%	190	13%	1447
FFY '10	572	34%	730	43%	114	7%	26	2%	261	15%	1703

*Since percentages are rounded to the nearest full percentage point, sums of the percentages in a column may total more than 100%

- A Kinship module was added to SAFE and is currently being pilot tested by staff
- The Kinship Program Administrator hosted monthly Kinship Forum meetings that included experts in the assessment of needs of kin families as well as experts that develop programs that meet the needs of those families
- The Kinship Program Administrator held monthly meetings attended by DWS and ORS representatives who develop and coordinate the application process for Specified Relative Grants and Medicaid Assistance
- The Kinship Program Administrator attended the monthly board meeting for the Utah Coalition for Caregiver Support sponsored by the Division of Aging and Adult Services
- The Kinship Program Administrator hosted quarterly meetings with the Office of Licensing that helped resolve issues regarding licensing of kin caregivers
- The Kinship Program Administrator and the Office of Licensing completed the first round of region kinship home study reviews
- The Kinship Program Administrator was a member of the Initiative on Utah Children In Foster Care's Subcommittee on Community Support for Kinship Caregivers.
- DCFS hosted two regional Kinship Summits

- The Kinship Program Administrator and representatives from the Department of Health worked to refine the process that helps determine kin caregiver eligibility for the Women Infant and Children (WIC) nutrition program.

Anticipated Significant Activities to be Performed in FFY 2012

- The Kinship Program and SAFE Data Team will launch, monitor, and evaluate the new Kinship module in SAFE
- The Kinship Program Administrator will work with DWS to institute a specialized team that will process Specified Relative Grant applications
- DCFS will procure and implement the use of an internet search engine to help locate kin for children entering foster care
- With the help of kin caregiver experts, the Kinship Program will complete the second round of region kinship home study review's, which are designed to improve uniformity of kinship services across the five regions.
- The Kinship Program Administrator and SAFE Team will design a functionality in the SAFE kinship module that will provide data on the quality of home studies
- The Program and Practice Improvement Team will develop a permanency model for the state, which will seek to reverse the reliance on kinship placements as a primary placement for the majority of children entering foster care
- The Kinship Program Administrator will develop Practice Guidelines and guidance that will encourage a father's participation in services delivered to children through the Kinship Program.

Estimated Number of Individuals to be Served in FFY 2012

The three-year average of numbers of children placed with relatives indicates that approximately 1442 children will require support as a result of an out of home placement with a relative.

Permanency (Out-of Home) Program

Populations Served

The Permanency (Out-of-Home) Program provides placements and services to a child and/or family when the child has been removed from their home or voluntarily placed with DCFS due to risk of abuse, neglect, or dependency.

Out-of-home services are provided to:

- Children (and the child's parent or guardian), when the child is placed in the custody of the **division** by a court order which stipulates reunification as the primary permanency goal
- Children (and the child's parent or guardian), when the child is placed in the custody of the **department** by a court order which stipulates reunification as the primary permanency goal and the **division** is given primary responsibility for case management or for payment for the child's placement
- Children (and the child's parent or guardian), voluntarily placed into the custody of the **division** by the child's parent or guardian.

Geographic Areas Served

Staff members located in the agency's five divisions deliver out-of-home placement supports and services statewide.

Services Provided

Permanency is the desired outcome of out-of-home care. Permanency options supported by this program include return to the home of natural parents, non-relative guardianship, relative guardianship, adoption, and individualized permanency.

Out of home services consist of:

1. Protection, placement, supervision and care of the child
2. Services to a parent or guardian of a child receiving out-of-home services when a reunification goal is ordered by the court or to facilitate return of a child home upon completion of a voluntary placement
3. Services to facilitate another permanent living arrangement for a child receiving out-of-home services if a court determines that reunification with a parent or guardian is not required or in the child's best interests.

Specific services include:

- Room, board, and supervision of children in the following types of placements
  - Foster care
  - Voluntary foster care
  - Residential/group care
- Accessing medical, dental, mental health care, education, disability, and other services for children in DCFS custody
- Working with parents or guardians of children in custody when reunification is the goal
- Subsidized guardianship
- Peer parenting and parenting education
- Time-limited reunification services
- Administration of the Interstate Compact for the Placement of Children

These same services are expected to be available in FFY 2012.

Accomplishments

Number of Children in Foster Care		
	Federal Fiscal Year	**Point in Time**
FFY '07	4224	2675
FFY '08	4498	2664
FFY '09	4487	2694
FFY '10	4688	2815

Race of Children in Foster Care				
	Number FFY' 09	**Percentage of Total**	**Number FFY '10**	**Percentage of Total**
African American	297	6%	300	6%
Native American/Alaska Native	275	6%	242	5%
Asian	32	1%	39	1%
Pacific Islander	42	1%	59	1%
Caucasian	3939	86%	4164	89%
Cannot determine	20	0%	27	0%
Multiracial-other race not known	1	0%	15	0%
Total	4606*	100%	4689*	
Hispanic or Latino Origin	1072	23%	1157	25%

*Since individuals may indicate that they are of more than one race, these totals are higher than reported in the Number of Children in Foster Care chart.

Reasons Children Exited Foster Care (Percentage)							
	Reunification	**Guardianship to relatives**	**Adoption**	**Age of Majority**	**Transfer to Juvenile Justice**	**Other**	**Referred to Outside Organization**
FFY '07	40%	17%	21%	12%	4%	5%	1%
FFY '08	42%	14%	26%	11%	4%	3%	1%
FFY '09	44%	15%	25%	10%	2%	3%	1%
FFY '10	39%	15%	28%	10%	2%	4%	1%

During the previous year the Permanency Program:

- Developed training for workers that support federally mandated procedures designed to decrease the number of educational placement moves for children in foster care
- Worked with the Utah Coordinating Council for Youth in Custody to provide increased services that assure more normalized experiences for children and youth while in foster care
- Developed and implemented staff training relating to permanency issues faced by children receiving Transition to Adult Living (TAL) services, including training regarding the federal NYTD reporting requirements
- Developed Practice Guidelines and program procedures relating to the federal mandate that siblings placed in foster care be placed together unless it is detrimental to the health or safety of the child
- Participated in the implementation of a tool that will give DCFS the ability to survey to all youth aging out of foster care
- Participated in efforts to restructure how Medicaid programs are provided to clients, which resulted in policies that redefine qualified residential treatment providers as well as changed the way out-of-home care providers charge for mental health services provided to children in DCFS custody
- Wrote and posted new Requests for Proposals (RFPs) for Peer Parenting Program Coordinators
- Revised the policy handbook for the Peer Parenting Program
- In conjunction with the Casey Family Programs, conducted Permanency Roundtables in the Salt Lake Valley Region that helped identify permanency options for children lingering in foster care.

Anticipated Significant Activities to be Performed in FFY 2012

The Permanency Program will:

- Identify a permanency model within the context of the practice model that will be used to guide permanency planning for children in Utah
- Continue to conduct Permanency Roundtable in other regions within the state
- Continue efforts to implement the CANS assessment
- Assist in implementing Safety Decision-making (SDM) tools, which will help workers make critical decisions relating to reunification of a child in foster care with their parents
- Develop and implement training regarding how workers can improve educational outcomes for children in foster care.

Estimated Number of Individuals to be Served in FFY 2012

It is expected that the number of children in out of home care at any point in time will stabilize at approximately 2700 children and youth. It is expected that this number will decrease as the new In-Home Program model is implemented.

Brian

Age: **12**
Photographed by: **Evelyn Nelson**

Utah
Heart Gallery
A traveling exhibit created
to find loving families for
our community's often
forgotten children. ▶▶▶

Family Preservation Services

In an effort to help stabilize families and support their reunification, Family Preservation funding has been used to fund family preservation worker positions and to provide flexible funding designated to be used to meet a variety of needs of children and families. Examples of uses include:

• Unique wrap-around services to address specific needs such as therapy and educational programs
• Repairing, registering, or paying one to two months of insurance for vehicles needed to transport family members to school, work, or medical appointments
• Assisting families with limited costs of housing including deposits or rent payments
• Essential home furnishings and supplies such as beds for children.

Approval for use of Family Preservation Services flexible funding is managed at the regional level. In all five regions, caseworkers work with their supervisors to develop specific requests for services, which are then submitted for approval to a designated financial manager who oversees the utilization of this flexible funding

Family Preservation funding is also being used to fund an In-Home Program Administrator who provides leadership for in-home services statewide. Family Preservation funding has also been designated for use to produce evidence-based tools that support structured decision-making (including assessment of client and family needs and safety). These structured decision-making tools will then be adapted to help agency caseworkers work more effectively with children and families, specifically by helping caseworkers identify treatments and services that will increase the child's safety. During FFY 2012, as DCFS implements the new in-home services model, we will reevaluate how Family Preservation funds are used and may elect to develop a Request for Proposals that will solicit applications from providers interested in delivering intensive family preservation and/or other effective and consistent

24

State of Utah
Division of Child and Family Services
Annual Progress and Services Report
June 30, 2011

UTAH
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services that will maintain children at risk of abuse or neglect safely at home.

Accomplishments

This year, Family Preservation funds provide assistance to 651 clients.

Family Support Services

Number Served Utilizing PSSF Family Support Funding							
		Children with Disability	Adults	Adults with Disability	Families Served	Total Clients	Total Clients with Disability
Promoting Safe and Stable Families (Includes individuals receiving education and direct services)	4692	307	1310	96	1347	5978	403

Family Support Service funding is used to fund:

- Child abuse prevention programs that are universal (primary) and voluntary
- Family support programs and services that are evidence-based or evidence-informed
- Family support programs that are adapted to the complex and diverse cultural needs of Utah's communities
- Programs that are collaborative and involve parents in program planning and implementation
- Public-private partnerships.

Families were referred to services through schools or other community-based organizations. Each program defined its own catchment area and while eligibility requirements vary by program, no program (other than the OHV home visiting programs) required families to meet an income test in order to receive services.

Funding Source	Contractor Name	Program/Model	Evaluation Type
PSSF--Family Support	Carbon County Family Support Center and Children's Justice Center	Home Visitor	
	Four Corners Behavioral Health		
	Box Elder County Family Support Center	Clinical prevention program Family Therapy.	Use the Index of Family Relations pre and posttests as well as client feedback surveys
	Cache County Family Support Center	Outreach	

Funding Source	Contractor Name	Program/Model	Evaluation Type
	Davis County/Clearfield Family Connection Center	PAT	Adult Adolescent Parenting Inventory (AAPI)
	Ogden Family Support Center		
	Prevent Child Abuse Utah	Safe Families Utah-PAT--Born to Learn/Joining Forces	Outcome Survey/Exit Report with referring party
	Children's Service Society		Pre-Post, Client Satisfaction after each module
	Midvale Family Support Center		
	Jordan School District	Parent Advocate provides Health Care Parent Outreach	
	Beaver County LLC ASAP		
	New Frontiers for Families		
	SW Utah Family Support Center		
	Sunrise Child Care (Adventure Time)	Parenting classes related to abuse and neglect prevention, taught in Spanish.	Parents take a posttest. In the past have done parent surveys
	Utah Valley Family Support Center	Love, Limits, and Latitude: A Thousand Small Moments of Parenting.	Retrospective pre- test to evaluate the classes and how parents view the changes and the things they've learned.

The programs listed above will continue to be funded with PSSF Family Support funds through December 31, 2011. A new Request for Proposals will be released during FFY 2012 and new contracts established for family support services.

Time Limited Reunification Services

Time limited reunification services are provided, for up to 15 months from removal, to children in foster care who have a goal of reunification or to their parents or guardians with whom the child will reunify.

These funds are primarily used for:

- Individual, group, and family counseling or other mental health services for parents or foster children
- Inpatient, residential, or outpatient substance abuse treatment services for parents or foster children, including such expenses as initial fees and costs associated with drug courts and drug testing
- Services to provide temporary protective childcare or other therapeutic services
- Assistance to address domestic violence treatment or service needs
- Transportation to or from the services and activities listed above.

Time-Limited Reunification funds are allocated from the state office to regions based on the proportion of children who have been in foster care less than 15 months and have a goal of reunification. The approval process for use of time-limited unification funds is the same as that described for family preservation services flexible funds.

During FFY 2012, DCFS will be reevaluating how Time-Limited Reunification funding is used. To support implementation of the new in-home services model DCFS may elect to develop a Request for Proposals to contract for after care services that will support children who return safely home from foster care within 15 months of initial removal.

Accomplishments

Time-limited reunification funds provided assistance to 469 clients this year.

Adoption Promotion and Support Services

Adoption Promotion services were identified in the Adoption Program section located in the Description of Services.

STEPS TO EXPAND AND STRENGTHEN THE RANGE OF AND IMPROVE EXISTING SERVICES

Goals and Objectives

The State Office Administrative and State Leadership Teams recently met and have reviewed, amended, and reprioritized its strategic goals and have incorporated those goals into goals listed in the 2009-2014 CFSP.

Priority Area Safety/ Permanency/ Wellbeing	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Due Date	Person(s)/ Group(s) Responsible	Achievements
Strategic Goal #1. Strengthen and maintain focus of services on child safety							
Safety	Casey Family Foundation, National Resource Center, Court Improvement Project, Former Safety Model Planning Committee	A. Implement Structured Decision-making tools throughout all division programs and services in an effort to enhance child safety and improve key outcomes for families.	(1)FY07 7.7% FY08 6.2% FY09 to date 8.2% Note #2 & 3 are a year behind in order to allow for 12 months of tracking. (2) FY06 10.82% FY07 11.21% FY08todate11.33% (3) FY06 6.4% FY07 6.3% FY '08 to date 5.8%	Structured Decision-making tools results in improved safety related outcomes for children as measured by a reduction in: The percentage of CPS substantiated victims with a subsequent supported finding within six months. The percent of home-based child clients who experience a subsequent supported CPS finding within 12 months of case closure. The percent of foster children who experience a subsequent supported CPS finding within 12 months of case closure.	October 31, 2012		

Priority Area Safety/ Permanency/ Wellbeing	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Due Date	Person(s)/ Group(s) Responsible	Achievements
		I. Identify, convene, and support an Implementation Team responsible for implementing Structured Decision-Making throughout all agency programs and services.					FFY 2009 Completed. Workgroup comprised of Child and Family Services staff, Directors of the Attorney General's Child Protection Division and the Guardian Ad-Litem's office as well as a public defender.
		II. Review and revise the plan to be used to implement the model.					FFY-2010 Contracted with the Children's Research Center who will collaborate with the workgroup and develop a structured decision-making model and decision-making assessment tools
		III. Develop and disseminate Practice Guidelines that will guide workers' use of Structured Decision-making.					
		IV. Identify and suggest modifications to State rules and statutes that will ensure maximum benefit from use of Structured Decision-making.					
		V. Develop or enhance data collection tools that will enable workers to utilize Structured Decision-making on client outcomes.					
		VI. Package, distribute and communicate to agency partners and service providers the value of, and ways to utilize Structured Decision-making.		.			
		VII. Integrate the application and use of Structured decision-making into existing training and/or develop new training that will enable workers to effectively use Structured Decision-making tools					
Safety		B. (formerly Goal 2) Implement, evaluate, and monitor a CPS Central Intake system, which is expected to maximize agency efficiencies and provide better outcomes for children that are the subject of an allegation of child abuse or neglect			December 30, 2012		

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Priority Area Safety/ Permanency/ Wellbeing	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Due Date	Person(s)/ Group(s) Responsible	Achievements
		I. Hold a focus group to include intake supervisors and their manager, regional directors, associate regional directors, and pertinent community partners to address further concerns, potential solutions, and next steps.					Completed
		II. Initiate and support a workgroup that will identify goals, objectives, and activities necessary to achieve this goal.					Completed
		III Identify a physical location that will house the Centralized Intake Unit and install phone and data systems that will support the unit					Completed
		IV. Hire supervisory and caseworker staff					Completed
		V. Implement a system to transfer referrals from Regions to the Centralized Intake Unit.					Completed
		VI. Monitor and evaluate the effectiveness of the Centralized Intake Unit.					
		C. More clearly define agency core services to provide for more effective focus on the agency's critical mission and to guide allocation of limited resources.	TBD				
		D. Develop and implement wrap services that support the safety of children while enabling the preservation of families in conjunction with implementation of the in-home services model (Objectives to be developed.)	TBD				

Priority Area Safety/ Permanency/ Wellbeing	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Due Date	Person(s)/ Group(s) Responsible	Achievements
Strategic Goal #2. Reduce disruptions and improve permanency solutions for children receiving services.							
Permanency, Safety	Casey Family Foundation, QICs, Faith-Based and community agencies that provide "non-traditional" support, Agency Partners, Service Providers	A. (Formerly Goal 3) Develop new and enhance existing in-home services and community partnerships that will decrease threats of harm, decrease child vulnerability, increase protective capacity, and ultimately facilitate child safety.	34.9% of all DCFS cases in 2009 were in-home cases. (see attached chart)	Enhanced in-home services model and community partnerships result in better safety and permanency related outcomes for children while allowing them to remain in their own home as measured by the change in the trend of the ratio of in-home cases vs. foster care cases.	October 31, 2012		**FFY 2009** Held a "Compression Planning" day where a process for selection and implementation of In-Home Services model was identified. Formed seven "sub-workgroups" that are responsible for research of existing models, stakeholder buy-in, quality assurance, and other activities. Developed the framework of a useful model and identified components that need to be included in any successful In-Home Services model. **FFY 2010-**Kevin Jackson, In-Home Services Program Manager will take over as lead staff member responsible for supporting this goal
		I. Better define the population eligible to receive in-home services from DCFS.					Completed August 31, 2010
		II. Select an In-Home Services model that will enable varied levels of intervention based on family strengths and needs as well as provide better coordination of services and resources offered to clients using existing funding.			December 31, 2012		

Priority Area Safety/ Permanency/ Wellbeing	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Due Date	Person(s)/ Group(s) Responsible	Achievements
		III. Choose one assessment tool from of three being reviewed (CANS, SDM in home assessment, and NCFAS) and determine when and how it will be used and how it will be implemented across the state using existing funding			September 31, 2012		
		IV. Develop Practice Guidelines to guide CPS so that services provided through CPS interface with services provided by the In-Home Program."			December 31, 2012		
		V. Alter the case management information system and quality assurance system as necessary to support changes to the in-home services model.					
		VI. Identify and recommend modifications to State rules and statutes that will support the in-home services model.					
		B. Identify, develop, and implement programs, services that promote Permanency.			To be determined		
		I. Assess existing permanency models (including roundtables), or devise a new permanency model, that will support programs and services that will promote nurturing, stable families.					
Permanency	Jim Casey Youth Opportunities Initiative, DJJS, Business and Professional Business Organizations, QICs, Agency Partners, Service Providers, Department of Health-Medicaid, Health Care, Insurers, DSPD, Court Improvement Project, UFCF, Foster Parents	C) (Formerly Goal 4) Enhance Transition to Adult Living program and service delivery systems that support a youth's ability to achieve permanency and live independently.	(1) 1/1/06 53% 1/1/07 57% 1/1/08 54% 1/1/09 51% (2) See attached chart (3) Completion of NYTD requirements.	A broader array of services is available to youth and youth have better permanency outcomes. (1) Reduction in number of youth 14 and older in custody with goal of individualized permanency: (2) A greater proportion of children exiting custody at 14 and older will enter to reunification, adoption, or relative placement. 3)The division will also be able to access quality data, for at least three-years after youth exit the child welfare system that measures outcomes for youth that have exited foster care by implementing NYTD survey requirements.	Remaining objective deleted 6/30/11		Completed
		I. Evaluate, develop and implement an enhanced array of services available to youth in foster care that are age 14 and			Objective deleted 6/30/11		Objective deleted 6/30/11

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		~~older.~~ Replaced with Objective 2B to "Identify, develop, and implement programs, services that promote Permanency"				
	National Resource Center for Child Welfare Data and Technology	B. Design and develop a data tracking system that will enable the division to track and evaluate services provided to all youth exiting foster care and survey the youth for their perceptions of their outcomes.			October 1, 2012		Completed 12/30/10

Priority Area Safety/ Permanency/ Wellbeing	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Due Date	Person(s)/ Group(s) Responsible	Achievements
Strategic Goal #3. Strengthen organizational competency in business operations and management, oversight, accountability, and continuous quality improvement.							
		A. Analyze core administrative functions and services to guide resource allocation;					
		B. Improve competence and satisfaction of workforce (Objectives to be determined)					
		C. Maintain or improve current levels of performance and resources and improve consistency of service delivery throughout the state (Objectives to be determined)					

Accomplishments for Goal 1 A-Structured Decision-making Model

The Safety Model Workgroup, comprised of statewide Child and Family Services staff, directors of the Attorney General's Child Protection Division, representatives from the Guardian Ad-Litem's office, and a public defender have met regularly to analyze how the safety model could be improved and reenergized across the state. DCFS has a contract with the Children's Research Center that will collaborate with the workgroup and help develop decision-making assessment tools (one for CPS Intake and the other for CPS caseworkers) that will support a structured decision-making model unique to Utah.

The development of the assessment tools and structured decision-making model is being accomplished in two phases. During the first phase, DCFS has been using grant funds to pay for the review of policies, statutes, and practices, develop a risk fitness assessment, and develop the first two assessment tools.

To DCFS signed a contract with the Court Improvement Project (CIP), who has allocated CIP funding that will help accomplish activities during the second phase, specifically activities that will result in the development of additional decision-making tools, training, and evaluation tools.

The workgroup implemented a timeline to be followed as they develop Practice Guidelines and SAFE data collection tools. The timeline is as follows:

- Workgroup meetings were held in April 2011 to begin working on the following screening tools-
  - Risk assessment
  - Risk "re" assessment
  - Reunification assessment
  - FSNA assessment
- June 2011-Provide training to Intake workers on the implementation and use of the screening tool
- August 2011- Conduct a Training of Trainers course that will develop trainers that will train workers on the value and use of the new decision-making tools
- September through October 2011-Conduct statewide regional trainings where caseworkers will learn how to use the new decision-making tools.

Accomplishments for Goal 1 B-Centralized Intake Transition Plan

The move to transition from a Region based CPS Intake process to a Statewide Centralized Intake process is on schedule and will be completed by July 1, 2011.

On January 31, 2011 the Salt Lake Valley Region's exited the Magna, UT office, the location where the new Centralized Intake unit is housed. On February 2nd and 3rd, candidates for the Centralized Intake Supervisor positions were interviewed. Successful candidates were hired by March 5th. Candidates for Intake worker positions were interviewed on March 16th and 17th, 2012 and were hired by April 18th.

On April 11th, the division started notifying Eastern and Southwest Region community partners of the change to the new system and on May 2nd Eastern Region's calls were transferred to Centralized Intake. On that same date DCFS started notifying Western and Salt Lake Valley Region community partners of

the change with Western Region's calls transferred to Centralized intake on May 16th and the Salt Lake Valley Region's calls transferred on May 31st.

On June 13th, 2011 Northern Region' calls were transferred and DCFS began a campaign to notify the general public of the change.

Accomplishments for Goal 2 A-Development and Enhancement of In-Home Services

Proportion of Home-Based and Foster Care Clients 2000 through 2010*
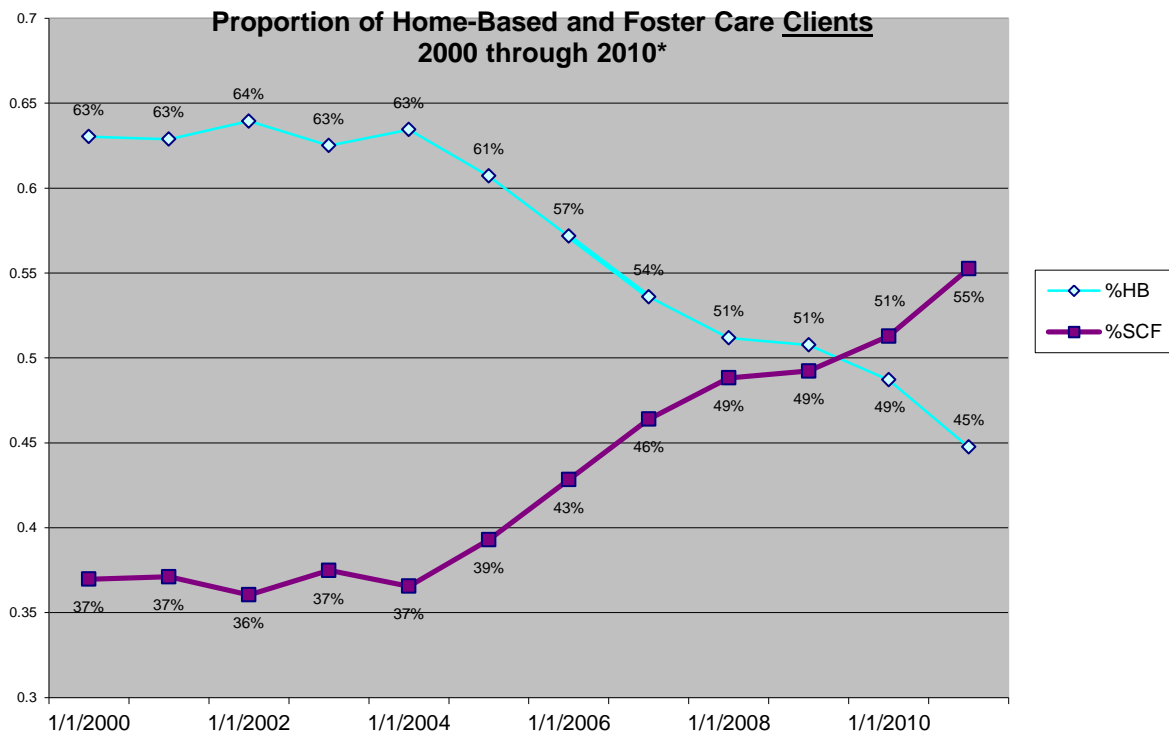
*This chart has been revised to provide a clearer understanding of the proportional differences of clients served in the two services (home-based and foster care). In this new version the units of measurement (number of children receiving services) are consistent. Case-based numbers presented in previous versions do not adequately represent the numbers of children served since for a foster care case there is one case open per child whereas for home-based cases there is one case per family, which may be receiving services that benefit more than one child.

DCFS recently hired a new Program Administrator to oversee the In-Home Program. This person will take over as staff lead and will be responsible for supporting activities listed under this goal.

The In-Home Services Workgroup defined the population eligible for in-home services. They determined that In-Home Services are appropriate when any of the following conditions exist:

1. A child has experienced abuse or neglect and there is an identified threat of harm that is present or impending that can be mitigated with intervention to reduce the threat of harm, increase protective capacity with the caregiver/parent and reduce the vulnerability of the child to the threat of harm.

2. When the threat of harm to a child is reduced enough to be returned home from out-of-home care to be served in-home and there is need for further supportive services to improve the guardian's protective capacity.
3. When a placement (kinship, foster, or adoptive) may disrupt or dissolve without intensive services to maintain the child with the family in the home.
4. Delinquency cases at imminent risk of placement.

In September 2010, the DCFS director freed up approximately $200,000 to be used to implement the in-home services model.

The workgroup added an additional objective during FFY 2010 (2,A, IV) that indicates that by December 31, 2012 the workgroup will "develop Practice Guidelines to guide CPS so that services provided through CPS interface with services provided by the In-Home Program."   This will allow children and families to seamlessly transition from the CPS system to In-Home Program..

The workgroup also revised objective 2 A, II and III above. 2 A, II indicates that the workgroup will "select an in-home services model that will enable varied levels of intervention based on family strengths and needs as well as provide better coordination of services and resources offered to clients using existing funding." 2 A, II now states the workgroup will "choose one assessment tool from of three being reviewed (CANS, SDM in home assessment, and NCFIS) and using existing funding, determine when and how it will be used and how it will be implemented statewide." Both of these objectives are to be accomplished by December 31, 2012.

Accomplishments Goal 2 C-Enhancement of Transition to Adult Living Programs and Services

The Information Systems, Research, and Evaluation Director with the cooperation from SAFE Team successfully implemented the NYTD data collection system in FFY 2011.

The State Office Leadership Team and the State Leadership Team have determined the identification, development, and implementation of programs, services that promote Permanency (Goal 2 B), specifically the development of a permanency model, is a higher priority than the need to evaluate, develop and implement an enhanced array of services available to youth in foster care that are age 14 and older." Therefore, that objective (4A as listed in the June 30, 2010 APSR) is no longer relevant.

PROGRAM AND SERVICE DELIVERY COLLABORATIONS (45 CFR 1357.15(I))

David

Age: **11**

Photographed by: **Linda Boyd**

DCFS collaborates with a number of governmental, non-profit, faith-based, and other organizations to meet the needs of the children and families it serves. A sample of those agencies are listed below:

- The Adoption Exchange provides general and targeted recruitment of adoptive families, continuously updates and enhances their website that offers information and on-line resources to pre- and post-adoptive families, publishes a quarterly newsletter, and operates a lending library with more than 550 adoption related books, CDs, and audio and videotapes.
- Allies for Families provides support to children with mental illness or other special needs.
- The Child Abuse and Neglect Council (CAN) helps improve prevention services across all program areas.
- The Children's Service Society in Salt Lake City provides parenting classes, child-care, and other resources to kinship families. It operates the "Grandfamilies" program that provides information and support to kin caregivers, advocates for grandparents and other relatives-as-parents, offers a bi-monthly support group called Friend 2 Friend, conducts quarterly family building activities, and publishes a monthly newsletter.
- The Christmas Box House International provides move-in kits for youth exiting foster care.
- Contracted residential placement agencies provide care and treatment to children in out-of-home care who are in need of more intensive and individualized services.
- The Drug Endangered Children's Medical Advisory Team works to improve education programs (provided to professionals and the general community) relating to safety guidelines, response to, and treatment of victims who have been in contact with a methamphetamine laboratory.
- Family Support Centers provide statewide community-based support services including counseling, education, respite care services for families receiving in-home services, as well as crisis respite care services for families involved in the Adoption Program.
- The Indian Walk-In Center provides social services in a culturally appropriate manner to more than fifty separate tribes and other clients from numerous ethnic backgrounds.

- The National Alliance for the Mentally Ill (NAMI) Utah provides advocacy and education for youth.
- The National Indian Child Welfare Association provides training and technical assistance related to Indian child welfare services, provides information regarding the needs and problems of Indian children, and helps improve community-based services that work to improve and promote public policies for Indian children.
- Other child placement agencies recruit and conduct assessments of foster and/or adoptive families.
- The Parent Center for Educational Needs provides support to children with mental illness or other special needs.
- Private foster care agencies provide longer respite care/residential services and parent support services.
- Public, private, and residential mental health agencies provide a continuum of mental health services to adoptive families and youth.
- The Utah Department of Health has assigned a Fostering Healthy Children Nurse to every DCFS office. These nurses monitor the health, dental, and mental health needs of children in out-of-home care. The department also assists in the coordination of Foster Care Medicaid, coordinates Medicaid adoption assistance, facilitates Medicaid mental health and rehabilitation services exempt from the Public Mental Health Plan, and manages the Mutual-Consent Voluntary Adoption Registry. They coordinate the Safe Relinquishment Statute and Adolescent Health committees. Through the Baby Watch Early Intervention Program, they provide initial assessments to determine whether children under 3 years of age and in DCFS custody are meeting developmental milestones. If children are not meeting those milestones the program provides a referral for treatment. Finally, the Department provides Medicaid coverage for youth after they age out of foster care as well as facilitates Medicaid mental health and rehabilitation services exempt from the Public Mental Health Plan.
- The State of Utah Department of Workforce Services manages the ETV program, conducts Individual Education Assessments, produces Individual Education Plans, as well as provides educational and employment training and placement services to clients.
- The State of Utah Division of Services for People with Disabilities coordinates services for eligible children with disabilities placed in out-of-home care and coordinates services for eligible adopted children with disabilities.
- The State of Utah Division of Substance Abuse and Mental Health coordinates work teams that develop preferred mental health service practice guidelines for children who have been in DCFS custody as well as their families. They also provide treatment and counseling to youth receiving support through the DCFS Transition to Adult Living Program.
- The State of Utah Office of Indian Education ensures that the education system supports and empowers Indian/Alaska Native students, embraces positive native values, and honors and affirms students past, present, and future contributions.
- The State of Utah Office of Education coordinates special education services for children with special needs and helps school districts, administrators, and teachers provide culturally sensitive services to children who have been adopted.
- The State of Utah Office of Licensing provides family assessments and licenses foster care and foster to adopt resource families, child placing foster and adoption agencies, residential treatment programs, and group homes.
- UfosterSuccess provides advocacy and foster care support. They also aid in matching targeted youth with mentors and provide support to foster care alumni.
- The Utah Coalition for Caregiver Support addresses issues for caregivers age 60 years or older.
- The Utah Foster Adopt Family Association (UFAFA) provides support and training to resource families. They also operate a statewide 24-hour information and referral hotline.
- The Utah Foster Care Foundation (UFCF) recruits foster and adoptive families, assists in the recruitment of Native American foster care families, conducts preparation and ongoing training

opportunities, and coordinates adoption and foster care cluster support groups throughout the State. They offer child development and/or grief and loss information and training to kinship families, provide service referrals to kin caregivers raising children in the foster care system, and engage in policy development and advocacy on behalf of kinship, foster care, and adoptive families.

- The Utah Indian Substance Abuse Coalition encourages professional interaction, supports problem-solving efforts, and provides a forum for discussion of substance abuse issues among AI/AN youth in Utah.
- The Utah Pride Center is collaborating with Child and Family Services to develop training for caseworkers and foster parents.
- The Utah Sexual Violence Council supports and coordinates legal, treatment, and financial support services to victims of sexual violence.
- The Youth Service Center provides respite care services for families receiving in-home services as well as crisis respite care services for families receiving services from the Adoption Program.
- The Community Partnership to End Homeless Committee, which is supported by the State of Utah, Department of Community and Culture, Division of Housing and Community Development, hosts the Improving Discharge Planning Committee an interagency group that collaborates to prevent the discharge of clients to homelessness.
- The Housing Authority of Salt Lake City offers 50 housing vouchers to emancipating youth and is able to move youth to the top of their waiting list.
- The Salt Lake Community College, Utah Higher Education Assistance Authority Board of Directors offer "seed money" for scholarships through Utah Education Savings Plan Olene S. Walker scholarship program.
- DCFS is contracting with the University of Utah and Utah State University to provide advanced social work education for DCFS employees and persons preparing for employment in child welfare.

Collaboration with Courts [Section 422(b)(13)]

Child and Family Services works collaboratively with the Court Improvement Project (CIP) to improve timeframes to permanency and to improve the overall court process for children and families involved with child welfare. DCFS and the CIP are joint partners in the implementation of the Utah Safety Decision-Making Model, practices that caseworkers follow as they assess a child's safety and potential risk of harm. Court improvement funds have supported the purchase of evidence-based assessment tools that will be used by caseworkers to implement the model. In May 2011, DCFS made a presentation to Juvenile Court Judges and informed them about the process to be used to implement the model, practices that caseworkers follow, as well the value of the model to the children we both serve.

A report library is available to Juvenile Court Administrators that allows administrators to pull process and outcome results by district and judge. In an effort to promote better outcomes for children, administrators use these reports to assess the performance of individual judges as well as court systems.

Efforts continue to engage the courts in a meaningful dialogue concerning the effects of changes in federal regulations. DCFS has a process to inform the Court Administrator of regulation changes and their effect on child welfare practice and resources.

In the State of Utah, Chief Justice Christina Durham continues to oversee the Initiative for Utah's Children in Foster Care (IOU). The Division Director is a member of that committee, comprised of leaders in the public and private sectors, which addresses issues identified in a Pew Commission Report that purportedly inhibit states ability to better meet the needs of children and youth in foster care. One

Deputy Director and the Permanency (Out-of-Home) Administrator provide support to various IOU subcommittees including those addressing issues relating to youth in foster care transitioning to adult living, community support needed by kin caregivers, as well as educational services needed by children in foster care.

The Deputy Director has been involved with the IOU/CIP workgroup comparing the differences in treatment of youth that receive traditional DCFS services while in foster care with children that are "dual adjudicated", and, due to delinquency or minor offenses, are transferred to facilities operated by the Division of Juvenile Justice (DJJS). This dual adjudication process is presenting an opportunity for better collaboration and coordination of services between DCFS and juvenile court intake and probation caseworkers.

During FFY 2010, The IOU/CIP invited state agencies and local partners to statewide summits that addressed issues related to dual adjudication of youth. As a result these agencies and partners helped plan and implement practices that will hopefully resolve these issues. In fact, they are currently working on a dually adjudicated toolkit that DJJS and DCFS caseworkers can use as "quick-guide" to the dual adjudication process.

Partner Involvement in Review of Progress

Utah Agencies That Assist in Conducting Qualitative Case Reviews (QCR) and Case Process Reviews (CPR)				
Cedar City Safety Solutions Coalition	Christmas Box House International	Department of Health Fostering Healthy Children Program	DHS-Bureau of Internal Review and Audit	DHS Executive Directors Office
DHS- Division of Juvenile Justice Services	DHS-Division of Child and Family Services	DHS-Office of Licensing	DHS-Office of Services Review	DHS-Division of Substance Abuse and Mental Health
DCFS Quality Improvement Committee	Los Angeles County, California	Navajo Tribe	Ogden-Weber Head Start Program	Salt Lake County Unified Police Department
Salt Lake Valley Early Intervention Program	Split Mountain Youth Center	Unaffiliated Community Volunteers and Partners	Utah Adoption Exchange	Utah Foster Care Foundation
Utah Office of the Guardian Ad-Litem Court Appointed Special Advocate	Utah State Courts	Utah State University	Utah Youth Village	Ute Tribe
Valley Mental Health	Weber County Housing Authority			

One or more individuals from the agencies listed above have served as reviewers or shadow reviewers on QCRs. Without the participation of these traditional and non-traditional partners the agency would not be able to collect the quality or depth of information it currently obtains.

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Age: **7**

Photographed by: **Michelle Anderson**

Current and Planned Training Activities

DCFS Professional and Community Development staff implemented new or made major revisions to a number of courses during over the last year. This team accomplished the planned consolidation of the five Practice Model Skills training modules into the 80-hour New Employee CORE Practice Model Foundations training module, which also incorporates the former Orientation to DCFS and Agency Mission, Child Abuse and Neglect, Safety Model, Worker Safety, Secondary Traumatic Stress, Trauma and Attachment, Effects of Trauma on Child Development, and basic SAFE training modules. In addition, the team implemented the New Employee CORE Practice Model Applied module, a 100-hour course that links knowledge and skills learned in the first module to work caseworkers will be performing as they provide services through the Intake, CPS, In-Home and Out-of-Home functions.

Furthermore, the team implemented the CANS Assessment (Levels of Care) training that teaches students how to use the division's assessment tools when assessing the needs of children. They also implemented the Youth Safety 101 and 201 courses where participants learn basic and advanced skills that enable them to create a safe environment for LGBTQ youth currently in foster care.

Finally, the Development Team implemented a new Motivational Interviewing module, rolled out training related to the National Youth in Transition Database (NYTD) database, completed training designed to familiarize workers with changes made recently to Medicaid policies and guidelines, and made minor changes to several other courses.

Division of Child and Family Services IV-E Eligible Training

Initial Training Program for New or Reassigned Employees

These training activities are conducted internally by trainers from the Utah Division of Child and Family Services and have been developed by the division's training staff, acquired through purchase or agreement with an outside entity, or created through a contract for development. Training staff located in the five regions of the state system will deliver these training activities.[1]

Course Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
New Employee CORE Practice Model Foundations	Participants will learn about the foundations of Child Welfare including Practice Model Principles and Skills. They will receive the Orientation to DCFS and Agency Mission, and complete the Child Abuse and Neglect, Safety Model, Worker Safety, Secondary Traumatic Stress, Trauma and Attachment, Effects of Trauma on Child Development, SAFE basics training segments.	State Office or Regional Classroom	State Office or Regional Training Staff	80 Hours	New Caseworkers	2-4 times per year in each region	Development of a case plan, Case review, Case management
New Employee CORE Practice Model Applied	Participants will apply what they learned in CORE Practice Model Foundations to work assignments including Intake, CPS, In-Home and Out-of-Home casework.	State Office or Regional Classroom	State Office or Regional Training Staff	100 Hours	New Caseworkers	2-4 times per year in each region	Development of a case plan, Case review, Case management.
Legal-4th & 14th Amendments Web	Participants will study the legal history, including the 4th and 14th Amendments that builds the legal foundation for today's child welfare system. Located at http://hsemployees.utah.gov/dcfs/4thand14thAmendments.htm	DCFS Web site	Self-Taught	2 hours	All Staff	As requested/Short-term	Preparation for and participation in judicial determinations
Child Interviewing	Workers will learn how children share autobiographical information and the effects and implications of sharing that information on the interviewing process. Workers will review audio recordings and will use various child-interviewing examples to complete practice scenarios.	State Office or Regional Classroom	State Office or Regional Training Staff	6 hours	All new caseworkers	2-4 times per year in each region	Referral to Services, Preparation and participation in judicial determination, Placement of children, Development of a case plan, Case review, Case management and supervision
Worker Safety	Participants will learn about risks to employees that may present themselves in their working environment. The course will give participant's tools and skills they can use to react to those situations in a professional and safe manner.	State Office or Regional Classroom	State Office or Regional Training Staff	4 hours	All Workers	2-4 times per year in each region	None
Parent Provider Practice Model Training	Participants will learn about DCFS Practice Model Principles and Skills and how they can utilize those skills as they provide services to clients.	DCFS Offices or Provider Offices	State Office or Regional Training Staff	12 hours	Current contracted provider agencies	Quarterly/ Short-term	Referral to Services, Development of a case plan, Case review, Case management and supervision
Estimated Total Cost of This Training Type	$1,455,527.00						
Cost Allocation Methodology	Training activities for personnel employed by the State, including SACWIS training, are allocated according to Random Moment Sample strikes and are eligible for Federal matching at 75%. Training costs allocated according to the RMS are in activity PTRA. (See Utah Department of Human Services Cost Allocation Plan, Section VIII.)						

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[1] New training modules as well as changes made to existing modules are highlighted.

Ongoing In-Service Training

Course Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
Developmental Screening	Participants will review the NDDS screening tool and learn how to implement it in their work with families. Participants will also learn about early intervention programs in their area. *Will be integrated into the revised New Employee training including Practice Model principles.	State Office or Regional classroom	State Office or Regional Training Staff	4 hours	CPS Staff. In the future will be applicable to all New Workers	1-4 times per year in each region/Short-term	Referral to Services, Placement of children, Development of a case plan, Case review, Case management and supervision
Domestic Violence Basic	Participants will identify state and federal law that pertain to domestic violence, will learn the definitions and characteristics of domestic violence, will study the cycle of abuse, and will learn skills used to intervene when serving victims, abusers, and their children. Participants will also receive information on community resources that serve or provide treatment to victims, abusers, and/or their children.	State Office or Regional classroom	Utah Domestic Violence Council	24 hours	All staff	1-4 times per year in each region/Short-term	Referral to Services
Substance Abuse Training Web-Based Training	Participants will explore their attitudes and beliefs about families with substance abuse problems and will receive information about the continuum of use, abuse, and addiction. They will learn how to identify signs of substance use disorders among families, the importance of screening for substance abuse with all child welfare clients, discuss the needs and experiences of people who become addicted, identify substance abuse treatment options and identify the stages of behavior change. Participants will learn means to explore the process of recovery, identify the role of lapse and relapse for clients who have been addicted, discuss children's needs and experiences related to having a substance abusing parent, talk about ways to enhance case planning, learn the benefit of teaming with substance abuse treatment providers, and identify Internet resources from which they can obtain information.	Self-Taught	Self-Taught	6 hours	All Staff	As requested/Short-term	Referral to Service
TAL ACLSA	Participants will be introduced to the Ansell-Casey Life Skills Assessment (ACLSA) and will learn how to use that assessment as they form case plans with the youth they serve. Newly included NYTD survey	State Office or Regional Classroom	State Office or Regional Training Staff	4 hours	All Permanency Workers	Quarterly in each region/ Short-term	Development of a case plan
Legal Aspects of Child Protection (Legal Core)	Participants will learn about the Juvenile Court process and what the caseworkers role is in this process. Participants will also learn the legal definitions for abuse, neglect, and dependency.	State Office or Regional classroom	Attorney General's	3+hours	New Caseworkers	2-4 times per year in each region/ Short-term	Preparation and participation in judicial determinations, Case review, Case management and supervision

Mentor Training	Participants will learn how to become mentors to new employees.	State Office or Regional classroom	State Office or Regional Training Staff	7 hours	All Supervisors. By Invitation to Experienced Caseworkers	Statewide Quarterly/ Short-term	Referral to Services, Preparation and participation in judicial determinations, Placement of children, Development of a case plan, Case review, Case management and supervision
Advanced Intensive Sex Abuse Interview Skills	Participants build skills that will help them effectively interview children alleged to be victims of child abuse or neglect. They will develop skills that will enable them to conduct interviews in a manner that will decrease the traumatic effect of the interview on the child.	State Office or Regional classroom	State Office or Regional Training Staff	2-4 days	CPS staff, Law Enforcement	1-2 times per year/ Short-term	Case management, Case review
CANS Assessment (Levels of Care)	Participants will learn about assessing the needs of children. This will help the worker identify a child and family's treatment needs and will help the worker determine the most appropriate placement for a child when a child in the family is being followed by the child welfare system.	State Office or Regional Classroom	State Office or Regional Training Staff	6 hours	Direct Service Staff, Supervisors and Administrators	To be determined	Referral to Services, Placement of children, Development of a case plan, Case review, Case management and supervision
Audio-Import	Participants will review laws that require workers to keep audio records confidential. They will also learn how to import audio recordings of case information into the SAFE data collection system.	Under development as web-based	Under development as web-based	1 hour	CPS Staff	As needed	Preparation and participation in judicial determinations, Development of a case plan, Case review, Case management and supervision
ICWA Training Web-Based Training	Participants will review the main components of the Indian Child Welfare Act including its definitions and the rationale for complying with this legislation through the Diverse Utah Website. Participants will also learn how cultural frameworks impact interactions with people of other cultures as well as how those cultural frameworks impact the worker's decision-making. To direct the learning, participants will complete a worksheet.	DCFS Web-site	Self-Taught	1 hour	All staff	As needed/ Short-term	Placement of Children
Youth Safety 101	Participants will learn how to create a safe environment for LGBTQ youth currently in foster care.	State Office or Regional Classroom	Pride Center (regional trainers will be able to teach this course in the future)	3 hours	All Staff, Foster Parents	Annually in each region	None

Youth Safety 201	Advanced training for LGBTQ youth identity development and interventions to ensure youth safety and healthy development	State Office or Regional Classroom	Pride Center (regional trainers will be able to teach this course in the future)	3 hours	All Staff, Foster Parents	Annually in each region	None
Motivational Interviewing	Participants will learn how to interview clients to influence positive change.	State Office or Regional Classroom	Available from state or regional training staff	16 hours	Existing Caseworkers, Supervisors, and Administrators	Annually in each region	None
Medicaid Changes Web-Training	Participants will learn about recent changes to Medicaid that will impact the way Medicaid and non-Medicaid services are coded, scheduled for payment, and reimbursed.	Self-Taught	Self-Taught	2 hours	Direct Service Staff, Supervisors, Administrators	One-time training	Case management, Case review
Train the Trainer	Participants learn and practice skills that will allow them to provide more effective training to workers, contacted providers and others receiving agency training. Training may include mentoring of new trainers teaching regularly scheduled courses.	State Office or Regional classroom	Experienced Trainers	6 hours	New trainers and experienced trainers teaching new subject material.	As needed/ Short-term	Referral to Services, Development of a case plan, Case review, Case management and supervision
Legislative Update Web-Based Training	Participants will learn about the changes to legislation recently passed by the Utah State Legislature. This course only reviews legislation that impacts either the workers employment or benefit status or that which affects programs and services offered by the division.	DCFS Web-site	Self-Taught	1 hour	All Staff	Annually	Case management
Secondary Trauma	Participants will learn the definition of STS and compare that definition with similar terms (especially "Burnout"). They will learn that STS is a normal human response and will identify the impact that STS has on individuals, groups, and organizations. Participants will learn how to recognize and manage STS in themselves and in others.	State Office or Regional Classroom	State Office or Regional Training Staff	4 hours for caseworkers, 5 hours for caseworkers	All Caseworkers and Supervisors	All Caseworkers and Supervisors	All Caseworkers and Supervisors
Foundations for Youth: Supporting Foster Parents web training	Participants will receive the latest research relating to adolescent development. They will learn about the impact of abuse and neglect, including trauma issues, on children. The will study adolescent behavior, both normal and trauma related. They will learn how to engage, provide appropriate interventions, and conduct planning with youth. They will study the ACLSA and will learn about supporting youth through the transition to adulthood as well as and how to support foster parents that provide care to youth.	Self-Taught	Self-Taught	Approximately 1 hour	Caseworkers that work with youth, supervisors that supervise those caseworkers	To be determined/ Short-term	Referral to Services, Development of a case plan, Case review, Case management and supervision
Newborn Exposure Cases	Participants will learn about issues related to newborn exposure to substances, including illicit and prescription drugs as well as alcohol. They will learn that safety planning and case planning is individualized to each case, particularly when removal from the mother is being considered.	Web-based under development	Web-based under development	2 hours	Direct service staff, supervisors and administrators	1-2 times per year	Case management, Case review
Car Seat	Staff are provided information about the proper installation and use of car seats.	Varies by region	Health Dept. Law Enforcement, CBH	30 minutes	Variable	None	
Estimated Total Cost of This Training Type	$405,000.00						
Cost Allocation Methodology	Training activities for personnel employed by the State, including SACWIS training, are allocated according to RMS strikes and are eligible for Federal matching at 75%. Training costs allocated according to the RMS are in activity PTRA. (See Utah Department of Human Services Cost Allocation Plan, Section VIII.)						

SAFE (SACWIS) Training

Course Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
SAFE Training for New Employees	Participants will receive an introduction to the SAFE database management system. Participants will learn how to access and log into SAFE, will learn about components in SAFE including tabs, screens, reports, and be introduced to the various database modules.	State Office or Regional classroom	SAFE Trainer	12 hours	All Staff	Monthly in each region/ Short-term	Case management, Data entry and collection
SAFE Training for Special Groups	Participants will receive an introduction to the SAFE database management system. Participants will learn how to access and log into SAFE, will learn about components in SAFE including tabs, screens, reports, and be introduced to the various database modules.	State Office or Regional classroom	SAFE Trainer	12 hours	All Staff	Monthly in each region/ Short-term	Case management, Data entry and collection
SAFE New Release Training	Participants will receive updates and learn how to use new SAFE database modules.	State Office or Regional classroom	SAFE Trainer	Variable	All Staff	As needed/ Short-term	Case Management, Data entry and collection
SAFE Train the Trainer	Participants learn and practice skills that will allow them to provide more effective SAFE training to workers, contacted providers and others receiving agency training. Training may include mentoring of new trainers teaching regularly scheduled courses.	State Office or Regional classroom	Experienced SAFE Trainers	6 hours	New trainers and experienced trainers providing training on new SAFE modules.	As needed/Short-term	Data Entry, Referral to Services, Development of a case plan, Case review, Case management and supervision
Estimated Total Cost This Training Type	$90,000						
Cost Allocation Methodology	Training costs for the SACWIS system are allocated according to the RMS percentage, with Title IV-E federal matching for allowable costs at 75%, except that all strikes for the Adoption and Out-of-home categories allocated to Title IV-E without applying the penetration rate. (See Utah Department of Human Services Cost Allocation Plan, Section VIII.)						

Conferences and Summits

Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
Child Welfare Institute	Participants will attend a variety of workshops that will outline current child welfare issues, identify new practice guidelines, principles or skills, and address new treatment or service delivery programs, services or models that may help workers address needs of their clients. Outside presenters may also speak on special matters relating to the work environment, employee motivation, or recruitment and retention.	Outside conference center.	Internal and guest speakers	2 days	All Staff	Annually	Case Management, Data entry and collection
Support Staff Conference	Participants will attend a variety of workshops that will discuss current child welfare issues, identify new practice guidelines, principles or skills, and address new treatment or service delivery programs, services or models that may help workers address needs of their clients. Outside presenters may also speak on special matters relating to the work environment, employee motivation, or recruitment and retention.	State Office or Regional classroom, Outside facilities if needed.	Internal and guest speakers	1 day	State and Regional Support Staff	Annually/ Short-Term	Case Management, Data entry and collection
Supervisor Summit	Participants will attend a variety of workshops that will discuss current child welfare issues, identify new practice guidelines, principles or skills, and address new treatment or service delivery programs, services or models that may help workers address needs of their clients. Outside presenters may also speak on special matters relating to the work environment, employee motivation, or recruitment and retention.	State Office or Regional classroom, Outside facilities if needed.	Internal and guest speakers	1 day	State and Regional supervisors	Annually/ Short-Term	Case Management, Data entry and collection
Regional Summit	Participants will attend a variety of workshops that will discuss current child welfare issues, identify new practice guidelines, principles or skills, and address new treatment or service delivery programs, services or models that may help workers address needs of their clients. Outside presenters may also speak on special matters relating to the work environment, employee motivation, or recruitment and retention.	State Office or Regional classroom, Outside facilities if needed.	Internal and guest speakers	1 day	Regional staff	Annually/ Short-Term	Case Management, Data entry and collection
Program Summit	Participants will attend a variety of workshops that will discuss current child welfare issues, identify new practice guidelines, principles or skills, and address new treatment or service delivery programs, services or models that may help workers address needs of their clients. Outside presenters may also speak on special matters relating to the work environment, employee motivation, or recruitment and retention.	State Office or Regional classroom, Outside facilities if needed.	Internal and guest speakers	1 day	Program related staff	Annually/ Short-Term	Case Management, Data entry and collection
QIC Summit	This daylong conference is designed to motivate, inform, and facilitate the exchange of information between members of statewide Quality Improvement Committees. Participants will have an opportunity to ask questions and provide feedback to DCFS Division and Department of Human Services Directors. Participants will also receive updates on new federal and state legislation, new practice requirements, and other system changes or developments.	State Office or Regional classroom, Outside facilities if needed.	Internal and guest speakers	1 day	State Quality Improvement Committee members	Annually	
Estimated Total Cost of This Training Type	$60,000.00						
Cost Allocation Methodology	Training activities for personnel employed by the State, including SACWIS training, are allocated according to RMS strikes and are eligible for Federal matching at 75%. Training costs allocated according to the RMS are in activity PTRA. (See Utah Department of Human Services Cost Allocation Plan, Section VIII.)						

IV-E Training for Support Staff

Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
IV-E Eligibility New Eligibility Worker Training	New Eligibility workers will be introduced to Title IV-E legislation, rules, regulations, policies and procedures that they will use to determine if a child in out-of-home care is qualified for Title IV-E benefits, individual IV-E entitlements for a qualified child in out-of-home care. Workers will demonstrate the ability to determine if a child meets Initial Title IV-E Eligibility and Title IV-E Reimbursability requirements.	DHS Administrative Office	IV-E/Medicaid Specialist	7 hours	New IV-E Eligibility workers	6-10 days each year/short-term	Title IV-E Eligibility Determination
IV-E Eligibility Ongoing eligibility worker in-service training	Experienced IV-E eligibility workers will receive information about new or updated legislation, policy, and procedure that will help them determine if a child in out-of-home care is qualified for Title IV-E benefits.	DHS Administrative Office	IV-E/Medicaid Specialist	7 hours	All DHS Eligibility Staff	6-10 days each year/short-term	Title IV-E Eligibility Determination
Estimated Total Cost of This Training Type	$6,000.00						
Cost Allocation Methodology	Training activities for Title IV-E eligibility for foster care or adoption are eligible for 75% Title IV-E matching with no penetration rate being applied. Title IV-E eligibility training costs are in activity PT4E. These costs will be proportionally split between foster care and adoption based upon total number of clients in the two programs. (See Utah Department of Human Services Cost Allocation Plan, Section VIII.)						

Training Conducted by Outside Experts for Employees of the Division of Child and Family Services

Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
Child Welfare Institute	Participants will attend a variety of workshops that will discuss current child welfare issues, identify new practice guidelines, principles or skills, and address new treatment or service delivery programs, services or models that may help workers address needs of their clients. Outside presenters may also speak on special matters relating to the work environment, employee motivation, or recruitment and retention.	Outside conference center	Internal and guest speakers	2 days	All staff	Annually/Short-Term	Data entry and collection, Referral to Services, Development of a case plan, Case review, Case management and supervision
Special Workshops	Participants will attend a variety of workshops that will discuss current child welfare issues, identify new practice guidelines, principles or skills, and address new treatment or service delivery programs, services or models that may help workers address needs of their clients. Outside presenters may also speak on special matters relating to the work environment, employee motivation, or recruitment and retention.	Outside conference center	Internal and guest speakers	1 day	All staff	Annually/Short-Term	Data entry and collection, Referral to Services Development of a case plan, Case review, Case management and supervision
Contract or Special Arrangement	Participants will attend a variety of workshops that will discuss current child welfare issues, identify new practice guidelines, principles or skills, and address new treatment or service delivery programs, services or models that may help workers address needs of their clients. Outside presenters may also speak on special matters relating to the work environment, employee motivation, or recruitment and retention	Outside conference center	Internal and guest speakers	1 day	All staff	Annually/Short-Term	Data entry and collection, Referral to Services, Development of a case plan, Case review, Case management and supervision
Home Study Training	Participants will learn about this home study methodology designed to evaluate families for adoption, foster care licensure, concurrent planning, and relative placement. The methodology is built upon solid social work practice values that stress the importance of respectfully engaging families in a strength based, mutual evaluation process that strives to select families in, not out.	State Office classroom	Consortium for Children	2 days Additional ½ day for supervisors	DCFS, OL, ICPC and partner agency staff that conduct home studies for potential licensed foster or foster-to-adopt families	Bi-annually	Placement of Children
Estimated Total Cost of This Training Type	$212, 500.00						
Cost Allocation Methodology	Training activities for personnel employed by the State, including SACWIS training, are allocated according to Random Moment Sample (RMS) strikes and are eligible for Federal matching at 75%. Training costs allocated according to the RMS are in activity PTRA. (See Utah Department of Human Services Cost Allocation Plan, Section VIII.)						

Long Term Training for Persons Employed by or Preparing for Employment

The Division contracts with both the University of Utah in Salt Lake City and Utah State University in Logan, Utah to conduct training programs for persons employed by or preparing for employment with the Division of Child and Family Services or Division of Youth Corrections (agencies that participate in Title IV-E programs under the umbrella IV-E agency of the Department of Human Services). This training includes a Bachelor of Social Work and a Master of Social Work program. The Bachelor of Social Work program participants are seniors in the program and prospective employees who complete an internship with the Utah Division of Child and Family Services. The Master of Social Work program participants are employees of the Utah Division of Child and Family Services Training provided by both Universities are oriented to preparation for work in public agencies and in child welfare in particular. These programs will be considered to be in place for the scope of the five-year plan.

Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
Bachelor of Social Work: Senior Year Program	Bachelors level Social Work curriculum includes courses on Social Work as a Profession, Social Work Practice, Human Behavior, Communication Skills, Professional Ethics, Diversity and Cultural Understanding, and Social Welfare Policy and Services. The curriculum also includes a field practicum where knowledge and skills are applied.	University of Utah, College of Social Work Utah State University, College of Social Work	BSW Program Faculty	Two semesters of full time work. The first semester is course work (12 semester hours) and the second is the practicum (480 hours).	Students accepted to the BSW program for their senior year who commit to employment with DCFS.	Annually/ Long-Term	Referral to Services, Preparation and participation in judicial determinations, Placement of children, Development of a case plan, Case review, Case management and supervision
Master of Social Work: Year One General Area and Year Two Public Domain Area-Distance Learning and Day Program	Master's level Social Work curriculum includes courses on Social Work Practice, Human Behavior, Communication Skills, Professional Ethics, Diversity and Cultural Understanding, Social Welfare Policy and Services, Social Welfare Research, Clinical Counseling and Treatment Programs Services and Skills, and includes a field practicum where knowledge and skills are applied.	University of Utah, College of Social Work Utah State University, College of Social Work	MSW Program Faculty	Four to Five semesters	Students that work for DCFS or DYC.	Annually/ Long-Term	Referral to Services, Preparation and participation in judicial determinations, Placement of children, Development of a case plan, Case review, Case management and supervision
Estimated Total Cost of This Training Type	$1,919,451.00						
Cost Allocation Methodology	P4UU includes costs for a contract with the University of Utah for training of employees and individuals preparing for employment, including a graduate degree program. The University bills the Division for the Title IV-E eligible portion of the cost less state match. For training activities, the federal matching rate of 75% is utilized in accordance with 45 CFR 1356.60. DCFS claims 100% Title IV-E reimbursement for the portion of costs billed. The University has the non-eligible and state match general fund costs in its accounting records and DCFS maintains the Title IV-E costs in the Division's accounting records. The Division collects Title IV-E reimbursement and passes the revenue through to the University. (See Utah Department of Human Services Cost Allocation Plan, Section VIII.) The university determines the proportion of costs attributable to Title IV-E by proportionally reducing the allowable cost pool according to the following factors: (1) proportion of curriculum that addresses IV-E allowable activities; (2) proportion of students receiving IV-E stipends to total students; (3) proportion of school costs attributable to each of the programs serving persons employed by or preparing for employment with DCFS; and (4) Title IV-E foster and adoptive combined penetration rate.						

Foster and Adoptive Parent Training

This training is conducted through a contract with the Utah Foster Care Foundation, which conducts training required for licensure of potential adoptive and foster parents. UFCF also provides 12 hours of in-service training each year. Foster parents are required to attend this training in order to retain their licensure.

Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
Foster and Adoptive Parent Training	Participants will receive training that will qualify them to become licensed foster parents. Training includes an orientation to foster parenting; licensing and medical policy; child abuse and neglect; the impact of abuse on development; attachment, grief, and loss; discipline and stress management, adoption and permanency; as well as cultural issues relating to the primary family.	UFCF offices, Community sites throughout the state	Utah Foster Care Foundation	32 hours	Current and potential foster, foster to adopt, and adoptive parents	Monthly/ Short-Term	Recruitment and licensing of foster homes and institutions
Foster and Adoptive Parent In-Service	Participants receive the hours of annual training required to retain their foster care license. A myriad of courses are offered including those on Emotionally Healthy Parenting, Skills Development, Allegation Prevention and Response, Drug Recognition, Economic Health, and Legal Issues relating to foster care.	UFCF offices, Community sites throughout the state	Utah Foster Care Foundation	12 hours annually	Current foster, foster to adopt, and adoptive parents	Monthly/ Short-Term	Recruitment and licensing of foster homes and institutions
Foster and Adoptive Parent Levels of Care	Foster parents will receive Foundations for Youth Training (FFY) when working with children older than 14 years. They will also receive Level III training when working with youth with behaviors or conditions needing a higher level of care. Participants will learn how to build relationships with youth or children with special needs and develop skills to better serve youth or children with special needs in foster care.	UFCF offices, State Office or Regional classroom	UCFC, Northern Region	FFY-16 hrs. Level III training- 16 hrs.	Foster Parents that want to become level III parents or that want to provide foster care to children 14 and up.	Bi-annually/Short term	Recruitment and licensing of foster homes and institutions
Estimated Total Cost of This Training Type	$826,875.00						
Cost Allocation Methodology	Combined training activities for foster and adoptive parents are eligible for 75% Title IV-E matching funds after a combined penetration rate (defined in Section XIII) has been applied to determine the portion benefiting Title IV-E. Training costs for combined foster/adoptive training are in activity PBTA. (See Utah Department of Human Services Cost Allocation Plan, Section VIII.)						

Short-Term Training of Relative Guardians

This is existing or new training provided by partner agencies providing short-term training to relative guardians as recently authorized under P.L. 110-331.

Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ Duration	Title IV-E Administrative Functions
Utah State Guardian Ad Litem Relative Guardian Training	Participants will identify and discuss new legislation, regulations, policies, and procedures that relate to the needs of relative guardians and programs and services provided to them.	GAL Offices, Other state government and partner agency classrooms	GAL staff	Variable	Guardian Ad Litem Staff, Affiliated Groups and Organizations, Partners, Services Providers	Variable/short-term	Relative Guardianship
Utah State Attorney Generals-Child Welfare Division Relative Guardian Training	Participants will identify and discuss new legislation, regulations, policies, and procedures that relate to the needs of relative guardians and programs and services provided to them	Offices of the Attorney General, Other state government and partner agency classrooms	Staff of the Office of the Attorney General	Variable	Staff of the Attorney General's Office, Affiliated Groups and Organizations, Partners, Services Providers	Variable/short-term	Relative Guardianship
Court Relative Guardian Training	Participants will identify and discuss new legislation, regulations, policies, and procedures that relate to the needs of relative guardians and programs and services provided to them.	Court Offices, Other state government and partner agency classrooms	Court staff	Variable	Guardian Ad Litem Staff, Affiliated Groups and Organizations, Partners and Services Providers	Variable/short-term	Relative Guardianship
Estimated Total Cost of This Training Type	$250,000.00						
Cost Allocation Methodology	ACYF-CB-PI-09-06 sets the FY 2010 Title IV-E matching funds FFP rate of Federal reimbursement at 60% for this training type.						

Training Under Development

In addition to training being currently offered, The Professional Development Team has identified the following courses as priorities and will be developed, tested and implemented during the period covered in this five-year plan. DCFS will include allowable training costs in future submissions of its training plan.

Title	Course Description	Setting/ Venue	Proposed Provider	Approximate Number of hours/days	Audience	Frequency/ duration	Title IV-E Administrative Functions
Traumatic Brain Injury	Participants will learn about potential causes of and the effects that brain trauma has on the children or adults they may serve. Participants will also gain skills that will enable them to more effectively serve clients with traumatic brain injuries.	State Office or Regional Classroom	State Office or Regional Training Staff	To be determined	Experienced Caseworkers	To be determined	Case review, Case management and supervision
Removal of children - still under development	This training will heighten a worker's awareness of a child's anxiety, fear and trauma when facing removal from the home of their parents or caretaker. It will provide staff tangible suggestions about how to make the process less traumatic for children.	State Office or Regional Classroom	State Office or Regional Training Staff	To be determined	Direct Service Staff, Supervisors and Administrators	To be determined	Referral to Services, Development of a case plan, Case review, Case management and supervision
Kinship Web-Based Training - still under development	Participants will review Federal regulations that require notification of all known relatives when a child enters care.	State Office or Regional Classroom	State Office or Regional Training Staff	1 hour	All Kinship Workers	As requested	Referral to Services, Placement of children, Development of a case plan, Case review, Case management and supervision
E-Warrant Web-Based Training	Participants will learn how to get a warrant through the ewarrant system	Self-Taught	Self-Taught	To be determined	TBD	TBD	TBD
SDM	Training for Screening Tool, Safety Assessment, Risk Assessment, Risk Reassessment			To be determined	TBD	TBD	TBD
Education Web-Based Training	Participants will learn how to partner with schools and educators that also work with a worker's clients. In addition, participants will learn about educational procedures to be followed when children enter state custody.	Self-Taught	Self -Taught	To be determined	One-time training	None	One-time training
Supervisor Training	Under development to include: UPM and Performance Management, Supervisor Finishing Touches, SAFE Notifications and Data Reports, Workload Management, Supervision for Success Annual Supervisor Conference	State Office or Regional Classroom	State Office or Regional Training Staff	40 Hours	All Supervisors and/or Administrators or by Invitation to Experienced Caseworkers	1-4 times per year in each region/ Short-term	Referral to Services, Preparation and participation in judicial determinations, Placement of children, Development of a case plan, Case review, Case management and supervision
Motivational Interviewing Refresher	Under development - Participants will bring difficult cases in and practice using motivational interviewing techniques, get feedback from the group.	State Office or Regional Classroom	State Office or Regional Training Staff	4 hours	TBD	TBD	TBD

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Division of Juvenile Justice Services IV-E Eligible Training

Initial Training Program for New or Reassigned DJJS Employees						
Course Title	**Course Description**	**Setting**	**Provider**	**Number of hours**	**Audience**	**Frequency**
JJS Basic Orientation Academy	Mandatory training for all new counselor series staff. The purpose is to ensure that all new employees receive orientation training that will prepare staff to work in Juvenile Justice Services, establish standards and expectations, and promote professionalism	State JJS Training Facility.	JJS Trainers	64 hours	New counselors	Quarterly
JJS History	History of Juvenile Justice Services. Provide an understanding of the philosophy, goals and mission of Juvenile Justice Services.	JJS Training Center	Guest speaker	4 hours	New staff	During Academies- 2-4 per year
Juvenile Court	Overview of the juvenile court. Includes history of Juvenile Courts, and significant Supreme Court decisions that have impacted the current juvenile court. Information about the juvenile court and its role in the juvenile justice system.	JJS Training Center	Juvenile Court	2 hours	New staff	During Academies- 2-4 per year
What Works	Evidence based practice programs and measurable outcomes. Principles of Risk, Need, Responsivity, and Program Integrity. Case planning process. Cognitive Behavioral programs and effective interventions.	JJS Training Center	JJS staff	8 hours	New staff	During Academies- 2-4 per year Review as needed
Cultural Competency	Provides an inter-active process through which one acquires awareness, skills and the competence for working in cross-cultural communities.	JJS Training Center	Guest speaker	4 hours	New staff	Review as needed
Delinquent Personality	Identify characteristic behaviors of the delinquent adolescent; identify needs and therapeutic aspects of counselor/resident interactions; strategies for treatment in the context of adolescent development and effective institutional programming.	JJS Training Center	Guest speaker	4 hours	New staff	During Academies- 2-4 per year
Special Needs Clients	Review the unique and special types of clients of the Juvenile Justice Services. Familiarize the participants with characteristics of these clients and suggest methods of care and treatment.	JJS Training Center	Guest speaker	4 hours	New staff	During Academies- 2-4 per year
Teen Dating Violence	Definitions, cycle of violence, warning signs, effects of dating violence, protective orders and stalking injunctions, prevention and resources.	JJS Training Center		2 hours	New staff	During Academies- 2-4 per year
Domestic Violence	Definitions and characteristics of domestic violence, the cycle of abuse, community resources.	JJS Training Center	Utah Domestic Violence Council	2 hours	New staff	Review as needed
Legal Issues	Reviews civil and correctional law as well as latest case law in the field. Identify employee liability as it applies to correctional work in Juvenile Justice Services.	JJS Training Center	Attorney General's Office	4 hours	New staff	Review as needed
Working with Girls	Enable participants to gain a better understanding of this population of young women who come to the attention of the juvenile justice system.	JJS Training Center	JJS staff	4 hours	New staff	Review as needed
Working with Sex Offenders	Increase personal, professional and agency awareness around juvenile sexual offender interventions.	JJS Training Center	JJS staff	4 hours	New staff	Review as needed

Incident Reports	Standardize the way staff completes incident report writing. Use of the "Utah Criminal Code and Quick Reference Guide. "Incident Report Reference Guide". Directions for Completing Incident Reports. Incident Report Classification System, Investigation Matrix, and forms identification.	JJS Training Center	JJS Investigations Team	2 hours	New staff	Every 2 years
Security Policies	Provide information on how to safely and securely transport residents to and from events outside the facility; how to conduct personal, room, facility and State vehicle searches; use of isolation; use of restraints; use of force; evidence; and supervision and monitoring.	JJS Training Center	JJS Investigations Team	2 hours	New staff	Annual review
Communication	Key elements and components of communication. Types of non-verbal communication. Barriers to effective communication. Practice active listening techniques. Impact of experiences, values, and perception on the communication process.	JJS Training Center	Guest speaker	2 hours	New staff	During Academies- 2-4 per year
Youth Safety - LGBTQ Youth	Understand the safety needs and create a safe environment for youth in care. Understand the unique issues facing lesbian, gay, bisexual, transgender and questioning youth. Identify resources locally and nationally.	JJS Training Center	Utah Pride Center	3 hours	New staff	As needed
Drug Recognition	Recognition of physiological and behavioral indicators of intoxication by each of the seven major drug categories. Various drug types and their effects on physiology and subjective perceptions of the user. How to recognize the various forms of the drugs if found as contraband.	JJS Training Center	Dept. of Public Safety, Police Officer Standards and Training. D.A.R.T.	8 hours	New staff	During Academies- 2-4 per year
Mental Illness	Types and characteristics of mental illness commonly found in adolescents.	JJS Training Center	Guest speaker	2 hours	New staff	During Academies- 2-4 per year
Juvenile Gangs	Focuses on exposure to gangs and recent trends. Information on gang types, their identities, their structure, and their criminal activity.	JJS Training Center	Police Gang Unit	2 hours	New staff	During Academies- 2-4 per year

Other Initial Training for New DJJS Employees

Course Title	Course Description	Setting	Provider	Number of hours	Audience	Frequency
Protective & Risk Assessment (CP1)	Training on The Division's Risk Assessment Tool. Focuses on determination of level or risk for juvenile to re-offend, identify targets for intervention and to develop a case plan focused on intervention.	JJS Training Center	JJS and Juvenile Court Staff	10 hours	New case managers and O&A staff	Review as needed
Case Planning (CPII)	Mapping (Pre-Orientation, Orientation, Assessments, and conceptualization).	JJS Training Center	JJS and Juvenile Court Staff	12 hours	New case managers and O&A staff	Review as needed
Case Planning (CPIII)	CPIII is Finding the Hook (Feedback, Prioritize, and Focus). It is based on Motivational Interviewing skills.	JJS Training Center	JJS and Juvenile Court Staff	12 hours	New case managers and O&A staff	Review as needed
CPR/First Aid	American Red Cross curriculum for CPR and First Aid.	Local facility or program	JJS staff	4 hours	New staff	Review every 2 years

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Suicide Awareness	Statistics; risk factors of youth suicide; signs and symptoms of depression and suicide in adolescents, suicide intervention and assessment; policies and procedures.	Local facility or program	JJS staff	2 hours	New staff	Review every 3 years
Preventing Disease Transmission	Focuses on how blood borne pathogens are spread; preventing exposure incidents by following work practice controls.	Local facility or program	American Red Cross – JJS staff	2 hours	New staff	Annual review
Crisis Intervention	Supervising youth; verbal de-escalation skills; personal safety and escape techniques; security management; defensive tactics; control tactics.	JJS Training Center		40 hours	New staff	Annual review
JJS Policies and Procedures	Review of JJS Policies and Procedures.	Facility/program	Self- study or supervisor	8 hours	New staff	Annual review
Operations Manual	Review of facility/program operations manual.	Facility/program	Self- study or supervisor	2 hours	New staff	Annual review

Ongoing DJJS In-Service Training

Course Title	Course Description	Setting	Provider	Number of hours	Audience	Frequency
Crisis Intervention Review	Review of supervising youth; verbal de-escalation skills; personal safety and escape techniques; security management; defensive tactics; control tactics.	JJS Training Center	JJS staff	16 hours	Direct care staff	Annual
Working with Sex Offenders	Be familiar with sexual offending and the juveniles who perpetrate it; know the importance of assessing the juvenile sex offender; recognize indicators of risk, progress, treatment issues and goals; know the comprehensive continuum of services.	JJS Training Center	Guest speaker	8 hours	Counselors	As needed.
Working with Youth with Mental Illness	Have an understanding of client mental illness/disability; common mental illnesses/disabilities staff will encounter in their clients; recognize common signs and symptoms; know the levels of risk and control associated; common medication types used.	JJS Training Center	Guest speaker	8 hours	Counselors	As needed
Female Offenders	Various topics on working with juvenile female offenders.	JJS Training Center	Guest speakers	8 hours	Counselors	Quarterly
LGBTQ Youth Safety Issues 102 (Advanced)	Understand the safety needs and create a safe environment for youth in care. Understand the unique issues facing lesbian, gay, bisexual, transgender and questioning youth. Identify resources locally and nationally.	JJS Training Center	Utah Pride Center	3 hours	Counselors	As needed
Safety Issues with Transgender Youth (under development)	Understand the safety needs and create a safe environment for transgender youth in care. Understand the unique issues facing transgender youth. Identify resources locally and nationally.	JJS Training Center	Utah Pride Center	3 hours	Counselors	As needed
Crisis Intervention Training of Trainers	Teaches staff to train Division employees on the Crisis Intervention training program used by JJS. Supervising youth; verbal de-escalation skills; personal safety and escape techniques; security management; defensive tactics; control tactics.	JJS Training Center	Contract	80 hours initial, 40 hours annually	New trainers	As needed

American Red Cross Training of Trainers	American Red Cross curriculum for CPR and First Aid. Teaches staff to train Division employees.	American Red Cross	American Red Cross	16 hours	New trainers	As needed
Suicide Prevention Training of Trainers	Teaches staff to train Division employees on Statistics; risk factors of youth suicide; signs and symptoms of depression and suicide in adolescents, suicide intervention and assessment; policies and procedures.	JJS Training Center	Guest speaker	4 hours	New and current JJS trainers	Annual
Domestic Violence - Web based	Definitions and characteristics of domestic violence, the cycle of abuse, community resources.	Self- taught	UT Domestic Violence Council	4 hours	Counselor series staff	Review as needed
JJS Statewide Conferences	Participants will attend a variety of workshops that will discuss current issues on working with juvenile offenders.	Salt Lake	Guest speakers	12 hours	Counselor series staff	Annual – 2 per year.
Court and Agencies Record Exchange (CARE)	Centralized database that tracks interactions with delinquent youth. Also includes Risk Assessment information. Creates a useful case management system and enhances communication between agencies responsible for juvenile justice and child welfare.	Statewide	Supervisor	Variable	Counselor series staff	
Logs, Court and Court Orders	Case management logs become the record of what DJJS did or did not do in a case; testifying in court; lawyers will scrutinize logs and look for weaknesses. Logs should include a thorough recitation of the FACTS that form the backbone of conclusions and recommendations. Gut feelings, opinions with no foundation, and value judgments are NOT facts.	JJS Training Center	Attorney General's Office	2 hours	Case managers	As needed

IV-E Training for DJJS Support Staff

Course Title	Course Description	Setting	Provider	Number of hours	Audience	Frequency
IV-E Eligibility New Eligibility Worker	Introduction to title IV-E legislation, rules regulations, policies and procedures to determine if a youth in out-of-home care is qualified for Title IV-E benefits	DHS Administrative Office	IV-E Medicaid specialist	7 hours	New Eligibility workers	6-10 days each year
IV-E Eligibility worker in-service training	New or updated legislation, policy, and procedure to determine if a youth in out-of-home placement is qualified for Title IV–E benefits.	DHS Administrative Office	IV-E Medicaid specialist	7 hours	Experienced eligibility workers	6-10 days each year

DJJS Conferences Conducted by Outside Experts

Title	Course Description	Setting	Provider	Number of hours	Audience	Frequency
N.O.J.O.S. Sex offender Case Management Conference	Participants will attend a variety of workshops that will discuss current issues on working with juvenile sex offenders.	Salt Lake	Network on Juveniles Offending Sexually	Approx. 14 hours	JJS counselors	Annual
N.O.J.O.S. Clinical Intensive Conference	Participants will attend an advanced workshop that will discuss current issues on working with juvenile sex offenders.	Snowbird	Network on Juveniles Offending Sexually	4-8 hours	JJS counselors	Annual

N.O.J.O.S. Advanced Academy	Participants will attend advanced workshops that will discuss current issues on working with juvenile sex offenders	Cedar City	Network on Juveniles Offending Sexually	Approx. 14 hours	JJS counselors	Annual
Domestic Violence Conference	Participants will attend a variety of workshops that will discuss current issues on working with victims of domestic violence.	Salt Lake	Guest speakers	Approx. 14 hours	JJS counselors	Annual
Drug Endangered Children Conf.	Participants will attend a variety of workshops that will discuss current issues on drugs.	Salt Lake	Guest speakers	Approx. 12 hours	JJS counselors	Annual
Utah Correctional Association	Participants will attend a variety of workshops that will discuss current correctional issues.	Varied	Guest speakers	Approx. 12 hours	JJS counselors	Annual
Northern Utah Gang Conference	Participants will attend a variety of workshops that will discuss current gang trends.	Ogden	Guest speakers	Approx. 12 hours	JJS counselors	Annual
Substance Abuse Conference	Participants will attend a variety of workshops that will discuss current substance abuse issues.	Salt Lake	Guest speakers	Approx. 12 hours	JJS counselors	Annual
Critical Issues Conference	Participants will attend a variety of workshops that will address critical issues in working with adolescents.	Salt Lake	Guest speakers	Approx. 12 hours	JJS counselors	Annual
Crime Victims Conference	Participants will attend a variety of workshops that will discuss current issues in working with crime victims.	Salt Lake	Guest speakers	Approx. 12 hours	JJS counselors	Annual
Salt Lake Area Gang Conference	Participants will attend a variety of workshops that will discuss current gang trends.	Salt Lake	Guest speakers	Approx. 15 hours	JJS counselors	Annual
Troubled Youth Conference	Participants will attend a variety of workshops that will discuss current issues in working with at risk youth.	Snowbird	Guest speakers	Approx. 12 hours	JJS counselors	Annual
Suicide Conference	Participants will attend a variety of workshops that will discuss suicide awareness and prevention.	Provo	Guest speakers	Approx. 12 hours	JJS counselors	Annual
Cost Allocation Methodology	DJJS allocates funding for training activities using the Random Moment Sample process. Total training budget was $269,857.55 for FY 2010. Of that amount, $22,381.48 was estimated to be IV-E eligible using (per RMS strikes) the percentage of Case Managers time spent on IV-E eligible activities and further reducing it using a IV-E penetration rate.					

Caseworker Visitation Funding

PSSF funding for Caseworker Visitation has been used to enhance caseworker capacity to maintain at least 90% monthly visitation with children in foster care. The focus for use of these funds has been to identify ways to relieve the administrative burden for workers, freeing up more time for face-to-face visits with clients. To accomplish this, these grant funds continued to pay for staff that conduct an in-depth analysis of SAFE modules (the DCFS SACWIS system) and that help identify and eliminate unnecessary documentation completed by caseworkers. In addition, these funds have been used to purchase laptop computers for caseworkers, which allows them to complete administrative activities away from the office thus freeing up time to conduct and document visits with the children and families they serve.

Future funding from this program will be used for ongoing training on effective visits for caseworkers and supervisors, technology development and support, review of effectiveness of training, and other activities that support caseworkers ability to provide timely home visits.

Technical Assistance Provided to Others

During FFY 2011, the National Resource Center for Adoption provided research that supported the supposition that adoption assistance helps maintain adoptions. Similarly, the National Resource Center for Permanency and Family Connections gathered research relating to Kinship Adoptions, research needed by the division to adequately respond to a court case involving an adoption in Salt Lake County.

DCFS has been working with the Children's Research Center in Minnesota and the National Resource Center for Youth Development at the University of Oklahoma on the development of a Safety Decision-making Model. The NRC for Youth Development also consulted with the Professional Development Team on new Safety Model, Secondary Traumatic Stress, Permanency, Visiting with Children in Care, and Substance Abuse training to be delivered in the future to DCFS staff and partner agencies.

Librarians at the Information Gateway provided research regarding permanency planning and permanency goal selection. In addition, the National Resource Center for Organizational Improvement, located within the Edmund S. Muskie School of Public Service at the University of Southern Maine, provided research that helped DCFS develop placement stability and permanency objectives included in the agency's PIP.

DCFS initiated a contract with the Casey Family Programs, which will result in systems improvements that are designed to safely reduce the number of children in out of home care. Specifically, the Casey Family Programs provided support that will enable DCFS to develop and implement permanency roundtables and acted as a link between Utah and the State of Oklahoma, who provided information that helped DCFS design and implement its new CPS Centralized Intake system.

Finally, in response the division's latest Child and Family Services Review, DCFS has been working hand in hand with the ACF Children's Bureau to develop the division's PIP.

Technical Assistance Requested

During FFY 2012, DCFS will continue working with NRC for Permanency and Family Connections at the Hunter College School of Social Work to implement a safety-focused, family-centered, and community-based approach to meet the needs of children, youth and families. Likewise, DCFS will

continue to work with the Casey Family Programs to implement systems improvement hat will promote permanency and well-being of children receiving services and will continue to work closely with the ACF Children's Bureau as the division works to achieve goals and objectives listed in the agency's PIP.

Research Activities

Each year, the Information Systems, Evaluation, and Research Team responds to hundreds of requests from community partners, researchers, students, quality improvement committees, division and department administration, and employees that ask for service and outcome related data. Following is a synopsis of research activities currently supported by the division:

- Trudi Moore, a DSW candidate, is conducting research for her dissertation designed to increase understanding of medically fragile children served by Utah's child welfare system. This study is attempting to identify factors associated with positive and negative health and child welfare outcomes. Findings from this study will be used by DCFS to meet the needs of the growing population of medically fragile children it serves.
- Dawn Hollingsworth is conducting research evaluating whether an instructional video viewed prior to a court hearing will prepare children for attending the hearing and reduce anxiety related to having to appear in court.
- Pamela Clarkson-Freeman is conducting research to examine the use of a peer-parenting program for parents of children in foster care.
- Pamela Clarkson-Freeman is conducting research to examine the factors associated with retention and departure in DCFS settings among students who received Title IV-E stipends while obtaining their degree.
- Kristine Campbell is conducting a retrospective case-control study, which compares the health care utilization of a Utah Medicaid population based on a household-level exposure to a first-time finding of child maltreatment by DCFS.
- Julie S. Steele is conducting research looking at health and developmental outcomes of methamphetamine-exposed children in Utah. The study uses de-identified data obtained from DCFS SAFE database.
- Elisa Audo is conducting case-study research to understand how ex-perpetrators of domestic violence unlearned violence through a Mind-Body bridging practice.
- Brooks Keeshin is conducting a retrospective analysis of data collected during a parenting class provided to mothers who were staying at the extended stay shelter at the YWCA between March and June of 2010. The goal of the analysis will be to look for effectiveness and tolerability/acceptability of the classes.

Accomplishments

The Information Systems, Evaluation, and Research Team:

- Continued to support report libraries in the SAFE data management system that allow supervisors and administrators to monitor the quality of case process and outcomes
- Supported report libraries for the courts, the Utah Foster Care Foundation, the Office of Services Review, the Division of Aging and Adult Services, and the Office of Recovery Services
- Closed out the AFCARS Improvement Plan
- Finalized reports on employee satisfaction and youth outcomes
- Completed programming and training relating to the NYTD.

Management Information [1357.16 (a) (5)]

Accomplishments

During FFY'10 the SAFE Team:

- Released five planned and several maintenance releases that fixed a number of bugs in the system
- Enhanced the Licensing Information Search (LIS) module used by the Office of Licensing as part of their background screening process
- Upgraded the SAFE import module, which allows for the importing of documents, pictures, and audio
- Added the National Youth Transitional Database (NYTD) surveys to SAFE.
- Re-engineered the Customer Directory (a listing of clients receiving services from multiple agencies) so that it can utilize web services
- Merged SAFE helpdesk applications directly into the SAFE application
- Merged foster care cases into the Department of Workforce Services new eligibility module.
- Added additional functionality to the SAFE/CARE interface, the Division of Juvenile Justice caseworker management system
- Added the ability to send auto-generated emails from the SAFE application
- Modified Health Data Reports used to track foster children's health care activities and included both visual enhancements and additional data elements
- Upgraded the SAFE development environment to PowerBuilder 12.

Anticipated Significant Activities to be Performed in FFY 2012

The SAFE Team will be involved in a multi-year project involving several Department of Human Services divisions (including DCFS) that will result in the implementation of the Department of Human Services new provider payments system, a replacement of the department's legacy system and USSDS.

In addition, during FFY 2012 the SAFE team will

- Modify the Child & Family Plan and assessment
- Add Structured Decision-making (SDM) assessment tools to SAFE
- Complete research activities and refactor codes in preparation for the SAFE modernization project
- Enhance the Trust Fund Account Module (to be coded outside of the PowerBuilder development environment) the first major project to be included as part of the SAFE modernization project.

COORDINATION WITH TRIBES [45 CFR Part 1357.40 (c) (1)

Ann

Age: **15**

Photographed by: **Cliff Winegar**

Process Used to Consult with Tribes

There are six federally recognized Native American Tribes in Utah including the Navajo Nation, Confederated Tribes of the Goshute Reservation, Skull Valley Indian Community (Goshute), Uintah and Ouray Tribe (Northern Ute), Paiute Indian Tribe of Utah, and Northwestern Band of the Shoshone Nation. Utah has negotiated Memorandums of Understanding (**http://hsemployees.utah.gov/dcfs/tribe-agreements.htm**) with each of the six federally recognized tribes.

The MOU with the Ute Tribe indicates they will deliver their own Child Protective Services (CPS) investigations and In-Home Services. DCFS has agreed to provide foster care services. The Ute Tribe has its own Tribal Court that hears child welfare cases.

The Confederated Tribes of the Goshute Reservation provide all child welfare services on their reservation but have an agreement with DCFS to provide services to tribal members living off of the reservation. They use their own courts (or coordinate with the Bureau of Indian Affairs) to adjudicate child welfare cases

The Paiute Tribe, Northwestern Band of the Shoshone Nation, Navajo Nation, and Skull Valley Goshutes rely on DCFS for the provision of child welfare services to their tribal members. They also use the Utah Juvenile Court and its attorneys to adjudicate child welfare cases. DCFS informs and involves each of these tribes in case planning and all court proceedings.

The DCFS ICWA Program Administrator coordinates DCFS activities with tribes at the quarterly Utah Tribal Leaders Meeting. During this meeting participants receive updates on the status of agreements, discuss tribal issues, connect with state ICWA specialists, discuss national policy and statutes, and collaborate to implement the Indian Child Welfare Act.

In addition, a Consultation Agreement has been executed between federally recognized Indian tribes in Utah and the Department of Human Services. This agreement provides a framework for the government-to-government relationship and outlines implementation procedures that help assure the process is executed as planned. In support of this agreement, The ICWA Program Administrator sits as a member of Department of Human Services Tribal and Indian Issues Committee and sits on other community coalitions that reinforce collaborative efforts between tribes, other ethnic minority communities, and DCFS casework teams.

In addition, tribal organizations have been a part of the Transition to Adult Living Action Council, and cooperating with mental health and other community partners, develop plans for youth involvement in leadership opportunities

Level of Compliance and Progress Made to Improve Compliance with ICWA

Children Receiving Services From DCFS That Are Native American		
	Number	**Percent of Total**
FFY '07	1439	4%
FFY '08	1292	3%
FFY '09	1215	3%
FFY '10	1186	3%

The Indian Child Welfare Program Administrator has the primary responsibility to monitor the agency's compliance with ICWA, as well as to identify ICWA related goals and objectives. During FFY '10 the ICWA Program Administrator:

- Met with parents and clients at a foster care cluster group sponsored by the Utah Foster Care Foundation
- Met with the Navajo Nation, the Ute tribe, and the Goshute tribe to review and amend their respective Intergovernmental Agreement
- Attended tribal meetings held on the Ute and the Paiute reservations and attended the Tribal Leaders Meeting held in Wendover, UT
- Coordinated meetings between the State of Utah Department of Corrections and tribal leaders
- Attended Qualitative Case Review debriefings to identify ICWA related issues
- Attended a tri-state Navajo/State Child Welfare Services meeting that included representatives from New Mexico, Utah, and Arizona
- Coordinated a domestic violence conference provided in cooperation with the Goshute Tribe
- Provided ICWA training to Ute tribal members, the Northwest Band of Shoshones, Paiute tribal members, DCFS adoption staff, court staff, as well as tribal judges and social workers
- Provided information to schools and youth treatment centers regarding Native American customs and traditions as well as requirements outlined in ICWA
- Participated in planning the Transition to Adult Living (TAL) Youth Conference and provided an overview of ICWA to staff and youth attending the summit
- Participated in the coordination of the Indian Caucus Gathering held at the Utah State Capitol in Salt Lake City and participated as a member of the Utah Indian Summit Planning Committee
- Participated a conference in Farmington, New Mexico that focused on traditional tribal teachings
- Participated in activities honoring Native Elders

- Participated in traditional Native American activities including the Indian gathering for the celebration of the harvest, the winter stories night, and the Round Dance for healing held at the Indian Walk In Center
- Worked with the SAFE database team to improve the ability of DCFS to collect and analyze data relating to services provided to Native American children.

No new laws, policies, or procedures designed to increase compliance with ICWA were adopted this fiscal year.

Goals and Activities

The ICWA/Diversity Program will be engaged in the following activities in FFY '12:

Liaison-Ongoing conversations with tribal leaders will help refine agreements dealing with the care and custody of Indian children. Discussions will continue that will address the process caseworkers will follow to notify a tribe when an Indian child is receiving services from Child and Family Services as well as the process for transferring jurisdiction of these cases to a tribe.

ICWA Conference-With Tribal and Native American community input, the ICWA Program Administrator will plan and implement an annual conference that will inspire the Native community to work closely with DCFS on activities that will promote tribal child welfare services as well as activities that will enhance compliance with ICWA. During the conference training will also focus on Native American culture and traditions, child protection, permanency, kinship, adoption, and in-home services.

Training-The Program Administrator will continue to provide ICWA training to new workers, partner agencies, and tribal leaders that stresses the need to understand the values and culture of various tribes, identifies the relationship between DCFS and tribes, and outlines requirements for the timely assessment of Indian heritage, which will help tribes determine whether a child is enrolled or eligible for enrollment for tribal services.

In addition, in FFY 2012 DCFS and the ICWA Program Administrator will participate with the Utah Foster Care Foundation as it identifies strategies that will help recruit and train Native American foster parents.

# Process to Exchange Copies of CFSP and APSR

While the CFSR and Annual Reports are placed on each agency's respective website, efforts will be made to deliver a copy of this and future reports to each tribal representative attending the Utah Tribal Leaders Meeting. If personal contact is not available, a copy of this report will be mailed to the appropriate representative.

Michael
Age: **13**
Photographed by: **Michelle Anderson**
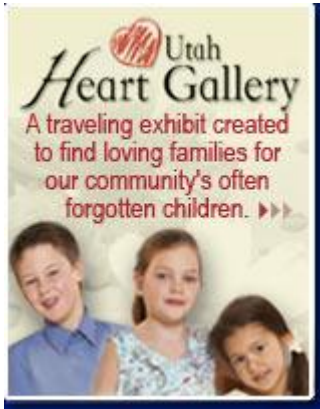
Changes to the Health Care Oversight and Coordination Services Plan

DCFS recently made minor changes to the Health Care Oversight and Coordination Service Plan. Following is that entire plan with changes in bold type and underlined.

Health Care Oversight and Coordination Services Plan

DCFS Practice Guideline Section 303.5 Health Care indicates that in most cases a child receiving out-of-home care must receive a Child Health Evaluation and Care (CHEC) exam within 30 days of removal or court ordered custody. In most cases the child's primary care physician (PCP) will perform the CHEC.

Section 303.5 also outlines procedures to be followed in providing children with dental exams, mental health assessments, development and social assessment, and immunizations. That section also outlines procedures to be followed for special medical situations including suspected drug use, evaluations for potential sexually transmitted diseases, pregnancy, abortion, and lifesaving medical treatment.

DCFS has a Letter of Agreement with the State of Utah Department of Health (DOH) that provides for Department of Health-Fostering Healthy Children (FHC) staff to track, monitor, and evaluate health care services for children in DCFS custody. DOH staff work in conjunction with community health partners to recruit and develop liaisons with health care providers and develop regional health resources for children, enter available health data into SAFE, provide consultation with or health education to DCFS staff, provide medical training to out-of-home care providers, and attend or send reports to Quality Improvement Committees.

Consultation with Medical Professionals

Schedule for Initial and Follow-up Health Screening

A medical provider sees children entering custody that are ill or have signs of abuse or neglect within 24 hours. All children receive a Well Child Check (WCC) by their medical home or primary care provider (PCP) within 30 days of custody. If the child does not have a medical home or PCP, one is assigned to them.   The well child check schedule that DCFS follows is based on periodicity schedule recommendations made by the American Academy of Pediatrics. At 24 months the child is seen annually. Dental exams, the Mental Health Assessment (MHA) and the ASQ/ASQ-SE are completed within 60 days of custody. The MHA is then completed annually for children ages 5 and older. The ASQ/ASQ-SE is completed according to the schedule. Any referrals that are made from the WCC, Dental or MHA are tracked and are to be completed within 60 days unless there is an emergent need, or the physician or medical provider requests differently. **In some cases, due to limited resources for sub-specialties, there may be longer waits to be seen. If the child's need is critical, the medical provider may make special arrangements to meet that need. If the need is not critical, the client will be seen at the next available appointment, which could fall well outside the goal of 60 days**.

Monitoring and Treating Health Needs

Children in out-of-home care are provided forms to be taken to ALL medical providers. These forms are returned to the R.N. assigned to the case. They are entered in the child's SAFE health record, which tracks referrals made and follow-ups needed. The nurse reviews each file to determine which procedures have been completed and identify needs that have not been met. As determined by the R.N., information may be provided in a Health Data Report to foster parents and/or medical providers.

Health Records (Including Electronic Health Records)

Data is stored in the SAFE database. When a child's placement changes, or the child returns home, the health data report is provided to the family. To augment the child's medical history, this report is taken to the medical provider who can then determine which medical providers the child has seen as well as use it to learn the child's family medical history. The provider can also use the document to identify current allergies, medical conditions, or medications the child is taking, ascertain immunizations the child has received, and determine what special equipment the child may need.

Continuity of Health Care

If at all possible, after entering custody, children remain with the same medical provider they had prior to entering state custody. If the child is placed at a location that prevents them from conveniently accessing that provider, the nurse helps coordinate the transfer of the child's case and medical records to a new provider. Nevertheless, the goal is to maintain the child in their medical home the entire time they are in custody.

Oversight of Prescription Medication (Including Psychotropic Medications)

All medications prescribed and taken by a child in custody are tracked in the child's SAFE medical history. Therefore, the medical provider has a complete history of current medications taken by the child as well as medications discontinued for any reason. In addition, DCFS is able to pull a list of children on specific medications if there is a recall or concern. In these cases DCFS sends a letter and a copy of any

FDA warning to the provider that prescribed the medication. The letter requests that the provider review the medication(s) with the client. The provider's review is returned to DCFS via the Health Visit Report form, which is used to update the case file as necessary.

Health Care Needs of Children Aging Out of Foster Care

Transition Plan

Notification of Youth of Options for Health Insurance

Practice Guideline 303.7.2 A 8 b states, "The Child and Family Team will develop a specific exit plan that includes personal connections, continuing support services, housing, health insurance, vocational and educational goals, workforce supports, and employment."

Similarly Practice Guideline 303.7.2 B 1 f states that the Child and Family Team will "Discuss the purposes, uses, and costs of credit, insurance, and risk management."

Appointment of a Health Care Proxy

Practice Guideline 303.7.2 A 8, "Prior to Exiting" d (1) states caseworkers are responsible for carrying out the following tasks to help the youth prepare to exit out of foster care:

> "Ensure that each youth meets with a nurse to learn skills of self-management regarding their individualized health care needs, medication management, use of the Medicaid card and how to access medical, dental and mental health services. In addition, the nurse will provide information and education about the importance of having a health care power of attorney or health care proxy. If desired, the nurse can provide the youth with assistance in executing the document."

Similarly, Practice Guideline 303.7.2 B 1. l states that the Child and Family Services Team will help the youth:

> "Understand proper health and mental health awareness and maintenance. Ensure that youth receiving TAL services and/or education and training vouchers and those who are aging out of foster care have information and education about the importance of having a health care power of attorney or health care proxy and to provide the youth with the option to execute such a document."

Medicaid Coverage for Former Foster Youth Ages 18 to 21

Eligible youth who exit foster care after their 18th birthday continue to qualify for Medicaid coverage. The expanded Medicaid policy allows eligible youth to receive services to the age of 21.

Utah State Code 26-18-403-Medicaid Waiver for Independent Foster Care Adolescents went into effect July 1, 2006. That Code states:

1. For purposes of this section, an "independent foster care adolescent" includes any individual who reached 18 years of age while in the custody of the Division of Child and Family Services, or the Department of Human Services if the Division of Child and Family Services was the primary case manager, or a federally recognized Indian tribe.
2. An independent foster care adolescent is eligible, when funds are available, for Medicaid coverage until the individual reaches 21 years of age.
3. Before July 1, 2006, the division shall submit a state Medicaid Plan amendment to the Center For Medicaid Services to provide medical coverage for independent foster care adolescents' effective fiscal year 2006-07.

Accomplishments in Meeting the Health Care Needs of Children in Foster Care

Percentage of Children that Received Their Initial Well Child Check	
Federal Fiscal Year	Percentage
FFY '07	100%
FFY '08	100%
FFY '09	99.9%
FFY '10	100.00%

- The SAFE database was enhanced to better meet the needs of medical providers that receive SAFE Health Data Reports on children in foster care. Medical conditions listed on the report have been placed into a problem list format, which allows for easier identification of a child's past and current medical conditions.
- To enhance the timeliness of receiving medical records, the Fostering Healthy Children Program (FHC) has been given authorized access to some provider's electronic medical records.
- The FHC, DCFS and Utah Health Information Network are currently working on the consent process that allows nurses to gain access to the State of Utah Clinical Health Information Exchange, which will further enhance the timeliness of access to medical records.
- Meetings were held with other state partners when dental access, Medicaid coverage, mental health crises intervention or other issues arose and impacted the division's ability to meet the health, dental or mental health needs of children in foster care.
- The Fostering Healthy Children program was involved in a collaboration including law enforcement, DCFS, and the medical community that resulted in a final medical protocol for Drug Endangered Children.
- Three notifications were made to families of children when the FDA recalled a prescribed medication the child was taking. No child in DCFS custody had an adverse reaction to these recalled medications.
- In collaboration with the University of Utah, Department of Pediatrics, the Children's Center, Health Insight, and with funding requested from the Casey Foundation, a number of psychiatric providers made themselves available to the Fostering Healthy Children Program and reviewed cases where there were concerns regarding the appropriateness of a psychotropic medication being used.
- The Fostering Healthy Children Program was recognized by HRSA as a Champion in the Field of Maternal Child Health, recognition received for FHCs excellence in improving systems of care for children with special health care needs and their families.

DISASTER PLAN

Jazzmin
Age: **14**
Photographed by: **Lori Jenkins**

The division recently revised its Emergency Response and Recovery Plan, which further complies with the requirement in The Child and Family Services Improvement Act of 2006 that requires all states to have in place by October 1, 2007, procedures for responding to a disaster, including how the state will:

- Identify, locate, and continue availability of services for children under state care or supervision who are displaced or adversely affected by a disaster
- Respond to new child welfare cases in areas adversely affected by a disaster, and provide services in those cases
- Remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster
- Preserve essential program records
- Coordinate services and share information with other states

The plan now presents a single coordinated DCFS emergency response system that integrates and is consistent with both the Department of Human Services (DHS) Emergency Management and Business Continuity Plan and the State of Utah, Division of Emergency Management's Emergency Operations Plan.

FOSTER AND ADOPTIVE PARENT RECRUITMENT

Kevin
Age: **12**
Photographed by:**JayLynn Photography**

The Utah Foster Care Foundation (UFCF), through a contract with DCFS, recruits foster and adoptive "resource" families, conducts pre-service/pre-licensure and in-service/post-licensure training, assists in the retention of resource families by coordinating cluster support groups, and advocates on behalf of kinship, foster, and adoptive families.

UFCF's vigorous recruitment of resource families is based on regional assessments of the needs of children in foster care. Assessments, prepared by UFCF Area Representatives in each region, identify the number of children in foster care and evaluate non-identifying information regarding their age, gender, level of care, permanency goal, race and cultural background. Region needs assessments also evaluate the race and cultural background of currently licensed resource families

Each year, using regional needs assessments as a guide, and with input from DCFS region administration, the UFCF Area Representative develops a Region Recruitment Plan that include a goal for the overall number of resource families to be recruited with special emphasis given to the number of Hispanic, Native American, and Black resource families to be recruited. Often Region Recruitment Plans include goals to meet the needs of sibling groups and specific age groups of children in foster care.

Region Recruitment Plans outline methods to be used to recruit potential resource families including families from Hispanic, Native American, and Black communities and help UFCF:

- Recruit resource families willing to care for children age 12 and older
- Produce Spanish language recruitment materials, ads, interviews, and stories to be distributed to targeted populations as well as radio and newspaper outlets
- Produce Native American recruitment materials and participate in Native American cultural activities
- Partner with the Indian Walk–in Center and the Adopt a Native Elder programs
- Build long-term relationships beneficial to both Native American tribes and the UFCF through meetings

with tribal leaders
- Identify and meet with local leaders of the Black community including religious and business leaders
- Utilize currently licensed resource families, including Hispanic, Native American, and Black resource parents, as Foster Parent Ambassadors who will participate in recruitment activities.

Other recruitment activities include: participation in community events, coordination of recruitment efforts with community leaders, working with religious leaders, and working with schools and Title VII ICWA specialists in schools.

UFCF offers 32 hours of preparatory pre-service training for foster, adoptive, and kinship families. This training, conducted in eight segments, along with two hours of CPR and First Aid, incorporates the DCFS Practice Model. During Segment 1 participants receive an orientation and learn about team building. During Segment 2 participants discuss medical related issues, learn about DCFS rules and practice guidelines as well as rules that relate to licensing. During Segment 3 participants learn about the effects of abuse (including child sexual abuse) and neglect. During Segment 4 participants discuss the impacts of abuse on child development. In Segment 5 they discuss issues related to attachment, separation, grief and loss. During Segment 6 participants learn about effective discipline and the effects of caregiving on the child and family. During Segment 7 students discuss adoption issues. Finally, during Segment 8 they discuss cultural issues, talk about primary families, and attend graduation upon which they become eligible for licensure from the Department of Human Services Office of Licensing.

Resource Family Inquiries and Number Graduated Training					
Month	Inquiries	Foster/Adopt Graduated Statewide Total		Kinship Specific Graduated Statewide Total	
		Goal	Actual	Goal	Actual
October '09	236	39.17	43	N/A	21
November '09	241	39.17	53	N/A	31
December '09	182	39.17	39	N/A	15
January '10	436	39.17	50	N/A	11
February '10	211	39.17	46	N/A	25
March '10	260	39.17	52	N/A	24
April '10	380	39.17	50	N/A	16
May '10	276	39.17	43	N/A	27
June '10	320	39.17	44	N/A	9
July '10	243	37.5	36	N/A	17
August '10	431	37.5	46	N/A	13
September '10	236	37.5	37	N/A	12
Total	3452	465.03	539	N/A	221

After the resource family is licensed, UFCF provides support and in-service training through regional "Cluster Groups." Cluster groups, supported by UFCF and facilitated by resource parents, are available in every area of the state and include a Spanish language cluster on the Wasatch Front. In-service training includes the provision of the Foundations For Youth course as well as other courses that are deemed important by DCFS and foster parents. In FY2010, UFCF hosted 307 cluster groups throughout the state. In all, 4,579 individuals attended those meetings.

UFCF advocates for resource families and seeks to inform the community about the foster care system and the need for additional resource families. To do this, UFCF staff support grass roots community

education efforts and use earned media to distribute positive stories about resource families, children in foster care, and the foster care system. UFCF Retention Services Specialists also work throughout the state to support licensed resource families. Much of the assistance Retention Services Specialists are able to provide is dependent upon generous donations and financial support from the community. The Chalk Art Festival held at the Gateway in downtown Salt Lake City during Father's Day weekend (most recently held on June 19th, 2011) has been UFCF's signature recruitment and fundraising event for the last nine years. At a ceremony and luncheon held during this event, the UFCF presented "Foster Dad of the Year" awards, which publicly honored outstanding Foster/Adoptive dads for the difference they make in the lives of the foster and adoptive children for whom they care.

UFCF also engages the community through participation in Sub-for-Santa drives, collection and distribution of back to school supplies, organization of foster/adoptive parent appreciation events, and through its annual "Foster Family Camp" held (this year on September 16-18) at the Aspen Grove recreational area near Provo, UT. UFCF will also host a Statewide Appreciation Event at Cowabunga Water Park in Draper on August 1st, 2011, will conduct a "Giving Tree" gift drive for children in care, will coordinate the UFCF Wishing Well fund, as well as will support numerous summer parties hosted by Regional Cluster Groups.

MONTHLY CASEWORKER VISITS

Practice Guideline 302.2 Purposeful Visiting With The Child, Out-of-Home Caregivers And Parents, section C. 1. states, "At a minimum, the caseworker will conduct one monthly face-to-face contact with the substitute caregiver with whom the child is living. The caseworker shall assess with the substitute caregiver the safety (including threats of harm, child vulnerabilities, and protective capacities of the caregiver), permanency, and wellbeing needs of the child and the substitute caregiver's needs as it pertains to the child's needs."

In cases where the child is placed several hours drive away from the caseworkers office, and the case is not transferred for court jurisdiction purposes, visits may be conducted by a courtesy worker closer to the child's location. Similarly, if a child's caseworker is off for an extended period of time the case may be temporarily reassigned and the worker's supervisor or another worker may complete the visit.

Federal Fiscal Year	Children in Custody 17 and younger at least one month	Children visited every month	Percent visited every month	Visit months	Percent of Visits in Home*
FFY '07	3700	3494	94.43%	22080	100%
FFY '08	3883	3744	96.42%	23293	100%
FFY '09	3891	3736	96.02%	24117	100%
FFY '10	4055	3819	94.18%	23859	100%
*Utah policy requires visits to be in the home of the child. a child therefore the percent of visits in home will always total 100%.					

Documentation of caseworker visits with foster children is completed in the SAFE (SACWIS) system. DCFS is focusing on improving the timeliness and correctness of this documentation and has provided purposeful visitation training to foster care workers statewide. Similarly, as part of annual Case Process Reviews (CPR), reviewers from the Office of Services Review look at this documentation to ensure consistency between logs and policy documentation. During the annual Qualitative Case Review (QCR) they also interview children, foster parents, parents, and caseworkers to assure that visits were conducted.

DCFS meets requirements as outlined under the Stephanie Tubbs Jones Child Welfare Service Program (Title IV-B Child and Family Services) Section 424(e)(1) and (2). During FFY 2010 children received a monthly visit 94.18% of the time.

ADOPTION INCENTIVE PAYMENTS

DCFS received an Adoption Incentive Award for FFY 2009 award on September 30, 2009. DCFS initially held these funds aside so that it could address needs of foster and adoptive children impacted by restructuring of residential treatment and proctor care services. This restructuring resulted from an unexpected corrective action issued by the Centers for Medicare and Medicaid Services that pertained to Utah's provision of mental health services for children in custody.

Fortunately, DCFS did not need to use these funds for this purpose. Therefore, we will be using these funds for costs that are allowable under Title IV-E and IV-B, specifically to enhance technology resources for staff including replacing old computers, which have not been able to be updated for several years. DCFS is also using these funds to provide additional resources to modernize SAFE (our SACWIS system) as well as provide enhanced post-adoption support for children with extreme needs.

The FY 2010 award will be used for the same types of costs as those planned for FY 2009.

CHILD WELFARE WAIVER

The Division of Child and Family Services has not received funding for a Child Welfare Demonstration Project

QUALITY ASSURANCE SYSTEM

Michelle
Age: **13**
Photographed by: **Bruce & Tammy Jolley**

Through research, analysis, strategic planning, and personal interaction with staff, the Program and Practice Improvement Team uses its expertise to implement and support child welfare best practices at all levels of the organization. Specific responsibilities of the team include implementing law into practice, providing support to workers and supervisors, and providing evidence to support changes to practice, policies, guidelines, and administrative rules.

The Program and Practice Improvement Team participates in regional quality improvement activities and use SAFE data reports, in addition to face-to-face meetings with region administrators, supervisors, and front line workers to determine what support, training and mentoring is needed to improve outcomes. SAFE data reports are regularly pulled for all required activities and are used to monitor compliance with policy.

The team evaluates and reviews results obtained from Case Process Reviews (CPR) and Qualitative Case Reviews (QCR) conducted jointly with the Department of Human Services Office of Services Review (OSR).

The CPR provides a snapshot of how well the division documents case management, looks for evidence that the worker has performed required activities within prescribed timeframes, and measures a worker's compliance with the Practice Model. The CPR results in quantitative data regarding the completion of a required task.

A statistically significant sample of cases in each program area is used to review case process outcomes during the CPR. Program areas evaluated include:

- Child protection including CPS cases and cohorts of priority one referrals, medical neglect referrals, shelter cases, unable to locate referrals, and unaccepted referrals
- Home-based/In-home Services including family preservation services, voluntary protective services, and court-ordered protective supervision services
- Foster care services including families with children in out-of-home care due to abuse, neglect, or dependency.

Performance goals are set at 85% or 90% for CPS cases and 85% for all other program areas.

The Qualitative Case Review (QCR) is the method of evaluation used to assess the status of children and families served by the division and the performance of the child welfare system. The QCR, conducted annually in each region, is similar to the federal Child and Family Services Review in that it measures outcomes related to child safety, permanency, and wellbeing.

Specifically, the QCR examines:

Child Status:

1a. Child's Safety from Others
1b. Child's Risk to Self or Others
2. Overall Safety
3. Stability
4. Prospects for Permanence
5. Health/Physical Well-Being
6. Emotional/Behavioral Well-Being
7. Learning/Development
8. Family Connections
9. Satisfaction

System Performance:

1. Engagement
2. Teaming
3. Assessment
4. Long-Term View
5. Child and Family Plan
6. Intervention Adequacy
7. Tracking and Adaptation

In FFY 2011, DCFS and OSR piloted a new template that reduces the number of indicators reviewed. During FFY 2012 DCFS and OSR evaluate the effectiveness of the new template and the value of eliminating a number of indicators.

Statewide, 168 cases are reviewed during FFY 2011, 24 each in the Southwest, Eastern, Western, and Northern Regions and 72 in the Salt Lake Valley Region. The QCR team also interviews stakeholders including the child, parents, service providers, legal partners, and other community partners to help region administration identify and address systemic barriers.

Two reviewers examine each case. One reviewer must be certified. The other reviewer acts as a "shadow" and can be a community partner, DCFS employee, or an employee of other departments within Human Services.

Scores are generated that relate to Child and Family Status and System Performance. Results are presented at a debriefing where reviewers share their findings and discuss cases with other reviewers, supervisors, and region administration. A case story is then written explaining how each score was calculated.

Finally, the Trend Analysis Committee analyzes results from both the CPR and QCR. Frontline workers and state program specialists that sit on this committee review and interpret data, then use this data to

develop plans and issue recommendations to the Administrative Team regarding changes that will improve practice, Practice Guidelines, as well as policies and procedures that deal with programs or services delivered to clients. Results of these reviews are also presented to the State and Regional Quality Improvement Committees (QICs) that review results and recommend systemic changes.

Accomplishments

- Completed the CFSR and:
    - o Met with reviewers to discuss the findings of the review and the information gathered from the cases they reviewed.
    - o Met with stakeholders and DCFS staff to discuss findings and possible activities to include in the PIP.
    - o Submitted 3 drafts of the Utah PIP to federal partners
- Revised the Qualitative Case Review protocol to better incorporate several items on the CFSR
- Facilitated revisions to the QCR process and made changes to the structure of the review week and the case story template
- Completely exited the David C. lawsuit exit agreement
- Completed changes to the CPR protocol to better align it with CFSR requirements
- Completed Supervisor Finishing Touches training across the state
- Participated in national workgroups providing feedback on the CFSR process
- Initiated a practice area workload study
- Revised trends currently being tracked and reported, which will better correlate with issues being monitored.

Anticipated Significant Activities to be Performed in FFY 2012

In FFY 2012, the Program and Practice Improvement Team will:

- Complete the PIP document approval process and begin the two-year PIP term
- Conduct activities as outlined in the PIP
- Continue to revise the process for the QCR, making changes based on the pilot conducted in FY 2011.

DeAndre

Age: **15**
Photographed by: **Alan Gibby**

Services and Activities

	Number of Youth Receiving YARN Time-limited Financial Support	Number of Youth Emancipating
	Number	Number
FFY '07	550	201
FFY '08	633	213
FFY '09	614	190
FFY '10	760	200

The Transition to Adult Living Program (TAL) helps ensure that all youth, age 14 and older, prior to exiting State's custody, have access to services that help youth establish skills and obtain the knowledge necessary for the transition to self-sufficiency. For youth who have exited State's custody, the Young Adult Resource Network (YARN) is able to provide time limited financial support to youth who meet eligibility requirements and need temporary assistance. To complement their own efforts to achieve self-sufficiency, and to assure that participants recognize and accept their personal responsibility for preparing for and then making the transition from adolescence to adulthood, up to $2,000 in assistance can be provided to eligible youth through YARN. These funds are designed to help youth pay for housing, counseling, employment, education, and other appropriate services.

Geographic Areas in Which Services are Provided

Staff members located in the agency's five divisions deliver TAL support and services statewide.

Race/Gender of Youth Receiving TAL Services					
		FFY '09 Number	FFY '09 Percent of Total	FFY '10 Number	FFY '10 Percent of Total
Race	American Indian/Alaska Native	106	6%	109	6%
	Asian	15	1%	17	1%
	Black	127	7%	129	7%
	Pacific Islander	17	1%	23	1%
	White	1548	85%	1575	87%
	Total	1813	100%	1811	
	Hispanic or Latino Origin	378	21%	423	23%
Gender					
	Male	923	52%	931	51%
	Female	866	48%	880	49%
	Total	1789		1811	

Percent of Youth 14 and Older Exiting Custody to Permanent Placements				
	Closure Reason			
	Adoption	Custody/ Guardianship to Relative	Custody/ Guardianship to foster parent/other non-related	Reunified with parent/ primary caretaker
FFY '07	4%	9%	2%	28%
FFY '08	2%	10%	2%	34%
FFY '09	3%	11%	3%	40%
FFY '10	5%	12%	3%	32%

Accomplishments Achieved in the Seven Program Areas

Purpose Area 1-Assist youth to transition to self-sufficiency.

Incorporating the theme of "Difference is Beauty; Beauty is Difference", the Annual Youth Summit was held on August 6-7, 2010. Ninety-nine youth gathered at the University of Utah and participated in activities geared toward recognizing individual similarities and differences. In addition twenty community partners supported a "Reality Town" activity and 43 adults acted as chaperones and volunteers. As part of Summit activities participants navigated their way through a low ropes course designed to enhance their teambuilding skills. In addition, youth completed a service project sponsored by Christmas Box International, making placemats to be used by children staying in a Christmas Box House, emergency shelters for children removed from their parents and who need a temporary placement before either being reunified with their parents or moved to a more permanent out-of-home placement. Youth also participated in a scavenger hunt through a "Reality Town" in which community agencies set up booths and delivered information about resources available to assist youth as they transition out of foster care. Opportunities for post-secondary education and employment were highlighted throughout the activity.

The Keynote speaker for the Summit was Chadwick Sapenter who exited foster care as a young adult in the State of Texas. He has published "A Little Book of Words" and speaks to youth nationally about his experience growing up in foster care as well as being successful in the real estate business, then having it all crash around him when the economy went into recession. As a result, Chadwick became homeless and lost everything, including his marriage, home, and friends. Through his resiliency he re-invented himself and is now a public speaker and provides advice to youth on how they can make choices that will help them get through hard times. Each youth participant received a copy of the "Little Book of Words", which was used during a workshop on the second day of the Summit.

The TAL youth liaison is a youth ambassador for the Utah Foster Care Foundation (UFCF) and, in order to provide legal permanency for youth, helps recruit families who are willing to adopt or assume guardianship of older youth. Youth continue to support the Utah Foster Care Foundation and several were involved in UFCF activities designed to recruit foster families for older youth. Additionally, in order to help youth in their transition to self-sufficiency, the Youth Liaison was pivotal in involving more youth in the child welfare system. This person is an advisor to the Youth Leadership Council comprised of youth alumni. Youth on this council helped plan the yearly Youth Summit and during presentations to community groups and organizations encouraged youth to describe their experiences in foster care. Youth on this council also recruited other youth to participate on youth panels, the most recent panel making a presentation at the Supervisors Conference in December 2009.

Finally, during Utah's second round of the CFSR in June 2010, two foster alumni met with federal reviewers to express their feelings about foster care in Utah.

Purpose Area 2-Help youth receive the education, training, and services necessary to obtain employment.

Youth are referred to the Department of Workforce Services Workforce Incentive Act Program (WIA Youth) during their senior year of high school. Youth enrolled in these services are able to participate in paid internships and obtain support as they search for a job and plan their career. Though an Interdepartmental Agreement, .WIA Youth also helps youth who have been in foster care access Chafee Education and Training Vouchers

The Olene S. Walker Transition to Adult Living Scholarship is sponsored by the Utah Education Savings plan. Since its premier in Fall 2008, fifty individuals have been authorized scholarships to attend various state colleges, universities, and applied technical centers. In Fall 2009, twenty-six of the scholarships were awarded to youth who had been in foster care. Of those, three were forfeited with youth dropping out of school during the first semester. As of spring semester 2010, there were a total of 34 scholarships being utilized by youth who had been in foster care.

Purpose Area 3-Help youth prepare for and enter post-secondary training and educational institutions.

The Department of Human Services (DHS) and Utah State Office of Education (USOE) have formed a partnership to promote success in education for youth in the custody of the State of Utah. DHS has an Education Specialist who has worked closely with the USOE, Juvenile Courts, DCFS, and DJJS to ensure that youth in care receive quality educational services. Through the Education Subcommittee of the Initiative on Utah's Children in Foster Care (I.O.U) an educational resource pamphlet has been developed to assist in cross agency training on education needs of youth. The DHS Education Specialist has also traveled to each region promoting the resource and creating a forum to bring DCFS caseworkers, Utah State Office of Education Youth in Custody (YIC) teachers, School District Representatives, and DJJS caseworkers together to focus on how to better support the educational needs of youth in custody.

Post-secondary education resources available for youth (ETV, scholarships, Pell grants, etc.) are promoted through the YIC program, which serves more than two thirds of youth in foster care.

Youth participating in Basic Life Skills classes continue to receive information and coaching from youth alumni and mentors who help youth apply for Free Application for Federal Student Aid (FAFSA) and college or university scholarships. Youth alumni and mentors also help youth gain access to ETV funds.

Purpose Area 4-Provide personal and emotional support to youth aging out of foster care.

The Utah Mentor Project and several other mentoring programs have been created to connect youth to supportive adults who continue to provide a connection to youth as they leave foster care.

Caseworkers received "Permanency Pact" training. Created by Casey Family Programs, the Permanency Pact is a tool used as a resource to help youth develop significant lifelong connections prior to leaving foster care.

Since there are instances where a youth is adopted after turning 18, DCFS supports and promotes legal permanency for youth, even for youth who have turned 18 and are preparing to exit foster care.

Purpose Area 5-Provide financial, housing, counseling, employment, education and other appropriate support and services to former foster care recipients between 18 and 21 years of age.

Youth who have been in foster care and exited after the age of 18 are able to receive aftercare services by contacting TAL Coordinators. Youth between the age of 18 and 21 years of age can reconnect at any time with a TAL Coordinator who will help the youth develop an action plan that identifies what their current needs are and what goals they have for the immediate future. The TAL coordinator will also help the youth find and access community resources that fit their needs. If financial support is needed to access a service or for emergency needs, Chafee aftercare funds can be utilized. Since Utah is a reciprocal state, youth who were in foster care in other states and who qualify for Chafee aftercare or ETV can access those resources in Utah. TAL Coordinators can assist youth contacting ILP Coordinators from other states aid in obtaining the documentation necessary from those states, which is used to verify eligibility. Once eligibility is verified the youth can access the funds wherever they are living.

A pilot project being tested in Carbon County has been successful at helping youth access ETV funds, receive scholarships through the Olene S. Walker Scholarship to the College of Eastern Utah in Price, as well as access services available through the homeless initiative. This pilot project allows youth to live in on campus housing while going to school, thus avoiding the hardship of paying of month-to-month rent as well as avoiding possible homelessness.

Another project in Salt Lake County identified resources to help youth avoid homelessness. The Good Shepard Lutheran Church donated a home to the Utah Youth Mentor Project. Six young men who have exited care and now live in a shared living arrangement in that home. As part of the arrangement each youth places a portion of their income into a savings account that will be available when they are ready to move to another living arrangement. Along with the reduced rent and savings, the program provides each youth with a mentor who checks on the youth's wellbeing weekly.

Family Unification Vouchers offered through the Salt Lake City Housing Authority are used to prevent homelessness for youth who are exiting out of foster care. Through a partnership with the Homeless Youth Center, volunteers provide case management services that enable youth in transitional housing to

stabilize their housing situation. These services also encourage youth to make greater efforts to achieve more permanent housing.

Purpose Area 6-Make available vouchers for education and training, including postsecondary education to youth who have aged out of foster care.

Through the TAL Basic Life Skills courses, WIA Youth Program, Youth In Custody Program, and through information sent to families who have taken guardianship or adopted older youth, ETVs are promoted to youth who have been in care after age 14 and who have not been able to return to their biological parents.

Utah has seen a decline in the number of youth accessing available ETV funds. Therefore, the contract with DWS to provide the ETV vouchers was revised and now includes funding for two former foster youth who will be hired as ETV Navigators. ETV Navigators will promote the use of ETV, will mentor youth, will help youth access ETV funds, and will provide support to youth that may consider dropping out of school once they are in a post-secondary training program.

Purpose Area 7-Provide services to youth who, after attaining 16 years of age, have left foster care for kinship, guardianship, or adoption.

ETVs and Olene S. Walker Scholarships are targeted toward youth who have been adopted, or who attain permanent guardianship after the age of 16. To alleviate any fear that youth in their care will lose educational resources by attaining legal permanency, adoptive and guardianship caregivers receive training that informs them of the availability of these supports and informs them of the help available to apply for these services
.

Coordination of Services with Other Federal and State Programs for Youth

The private sector continues to provide innovative programs and services delivered to youth in foster care. Operation Kids and Christmas Box International continue to supply Lifestart Kits, filled with personal and household items youth need when setting up a new home.

The Utah Educational Savings Plan manages Olene S. Walker Transition to Adult Living Scholarships, which help qualified youth who are transitioning out of foster care complete a post-secondary education program (degree or certificate) at one of the Utah System of Higher Education institutions or any of the Applied Technical Centers.

The Salt Lake City Housing Authority Family Unification Program (FUP) has worked with the Department of Human Services Discharge Planning Committee and local DCFS Transition to Adult Living Coordinators to ensure that youth exiting foster care receive a portion of available transitional Section 8 housing. DCFS provides case management and YARN funding to youth who receive these housing vouchers. DHS has been working with the Salt Lake County Housing Authority and the Ogden City Housing Authority to try to increase the number of FUP vouchers available in those areas.

The Utah Youth Mentor Project (UYMP) matches mentors with youth aging out of foster care. Youth participate in personal mentoring with a positive adult role model whom they help select. Mentors agree to meet at least once monthly and have multiple contacts via phone, email, or text message in the same

period. Youth and mentor interactions follow a strength-based approach to youth development, which focuses on developing a genuine friendship rather than attempting to directly solve a youth's problems.

The State of Utah Department of Workforce Services manages services provided through the ETV program. Furthermore, the State of Utah Department of Health coordinates Medicaid services delivered to youth, the Division of Substance Abuse and Mental Health refers youth to services that help youth resolve mental health issues, DWS coordinates food stamps and additional employment training, the Driver's License Division provides assistance in obtaining a driver's license, and the Utah System of Higher Education helps youth identify additional training and education services that meet the needs of the youth.

The Utah Pride Center continues to receive financial support through the Tide Foundation, which is used to provide training to DCFS caseworkers and community partners. This training prepares participants to serve the unique needs of Lesbian, Gay, Bisexual, Transgender, and Questioning youth in foster care and is intended to increase caseworkers ability to provide a safe environment for youth.

DCFS and DJJS are working closely to identify crossover youth who have been in both systems but who may qualify for Chafee funded services and supports. In addition, this collaboration is striving to build community pathways that will enable youth served by both DCFS and DJJS to access services provided by DWS, Vocational Rehabilitation, Mental Health, and various housing authorities.

Training

The Utah Foster Care Foundation (UFCF) continues to provide "Foundations for Youth: Supporting Foster Parents" training to foster parents caring for older youth. This 1-hour training presents the latest research relating to adolescent development as well as information about the impact of abuse and neglect, (including trauma related abuse) on children. Participants learn about adolescent behavior, both normal and trauma-related, learn how to engage, provide appropriate interventions, and conduct planning with youth. They are introduced to the ACLSA and learn how to support youth through their transition to adulthood.

In FFY 2011, DCFS implemented the new "Assessing Youth in Care: A Transition to Adult Living Training", which provides an introduction to the new DCFS TAL services model. This training focuses on the Ansell-Casey Life Skills Assessment (ACLSA) and how workers can effectively use the ACLSA in their work with youth. To best serve the needs of youth, the training presents information about how the results of the ACLSA can be effectively incorporated into the Child and Family Plan, outlines services available to youth in different parts of the state, and introduces students to the National Youth in Transition Database (NYTD) as well as data requirements needed to comply with requirements of the NYTD.

Delivery of Services Utilizing the States Children's Trust Fund

Utah's Children's Trust Fund is supported through funds that have been legislatively directed to DCFS from revenues received from the issuance of birth certificates. While not specifically designated for services to youth receiving independent living services or transition assistance, Children's Trust Funds do support several programs and services directed toward youth.

Programs and Services Supported by the Children's Trust Fund	
Contractor Name	**Program Model/Service**
Carbon County- Family Support Center	Outreach/Teen Parenting
Carbon County- Family Support Center	Resource Booklets
Carbon County	Basic Parenting Skills
Box Elder County Family Support Center	Becoming a Love and Logic Parenting Class.
Cache County Family Support Center (includes Rich County)	Good Touch/Bad Touch
Center for Women and Children in Crisis	Assessment of Safety Needs, Parenting Classes, All levels School CAP training
Davis County Family Connection Center	PAT
Guadalupe Schools, Inc.	
Ogden Family Support Center	Parenting Classes
Children's Service Society	Grandfamilies-Kinship Caregiving, Friend to Friend
Jordan School District	PAT
PCAU-San Juan County	NetSmartz Internet Safety Presentations reaching children K-6
PCAU-Grand County	NetSmartz Internet Safety Presentations reaching children K-6
PCAU-Weber County	School-based CAP-Teen Violence Awareness
PCAU-Davis County	School-based CAP-Teen Violence Awareness
PCAU-Tooele County	School-based CAP-Teen Violence Awareness
PCAU-Salt Lake County	School-based CAP-Teen Violence Awareness
PCAU-Statewide	Media education related Outreach and public presentations
PCAU-Wasatch	School-based CAP-Teen Violence Awareness
PCAU – Millard County	School-based CAP-Teen Violence Awareness
South Summit Healthy CC	South Summit Mentoring and Tutoring Program
SW Utah/Iron County Family Support Center	
Southwestern Utah Family Support Center	
Uintah Family Support Center	Active Parenting-Provide parenting classes 9 months of the year.
Uintah Family Support Center	Active Parenting
Uintah Family Support Center	Active Parenting
Utah County Family Support Center	Education for Adulthood (5 modules) and Prevention Education (4 modules)
Utah County Health Department - Spanish	Hispanic Success by Six Home Visiting
Utah County Health Department - Teens	Welcome Baby Teen Parent Home Visiting
YWCA of Salt Lake City	Child Centered Assessment, Community Referral, Safety Plan, After School and Summer Camp, Child Advocacy

Individuals Served Through the Children's Trust Fund							
	Children	**Children with Disability**	**Adults**	**Adults with Disability**	**Families Served**	**Total Clients**	**Total Clients with Disability**
Children's Trust Fund (Includes individuals receiving education and direct services)	53769	980	7241	503	17766	61010	1483

UTAH
LIFE ELEVATED

Estimated Number of Individuals to be Served in FFY 2012

It is anticipated that TAL services will be provided to more than 1700 youth this year, approximately 200 who will exit foster care after emancipation.

Involvement of Youth

Through the statewide Youth Leadership Council, 12 youth in foster care and foster care alumni worked together to plan the Transition to Adult Living Youth Summit that was held at the University of Utah in August 2010. In addition, the TAL Youth Liaison acted as a liaison to both youth in foster care and youth who that have exited foster care. The Youth Liaison also coordinated many of the activities for the Summit in which youth were involved.

In December 2010, a youth panel was held in conjunction with the annual Supervisor's Conference. Youth participating in the panel shared their foster care experiences as well as answered questions from youth attending. Each region identified youth interested in being part of a youth council in their area. The TAL Liaison helped youth brainstorm ideas about possible service projects youth could develop and coordinate. In one region, youth participated in a service project where they cut and trimmed tree branches, cleaned up leaves, and got the yard of a caregiver family who suffer health problems, ready for winter.

Option to Expand Medicaid to Youth Ages 18 to 21

Eligible youth who exit foster care after their 18th birthday continue to qualify for continuing Medicaid coverage. The expanded Medicaid policy allows eligible youth to receive services to the age of 21. DCFS continued to train eligibility staff and caseworkers on the process to be used to help youth transitioning out of foster care maintain their Medicaid coverage.

Tribal Consultation Relating to the Programs and Services Using Chafee Funding

Consultation Relating to CFCIP Programs and Efforts to Coordinate Programs

The ICWA Program Administrator is the liaison to Utah tribes and this year engaged tribal leaders in conversations where they talked about resources available to youth who are in tribal custody and in foster care. There are currently no formal agreements relating to the use of Chafee funds for youth that are members of any tribe. The option to coordinate Chafee programs and services is available anytime a tribe desires.

Ensuring Benefits and Services are Made Available to Indian Children

The Transition to Adult Living Program continues to work with the ICWA Program Administrator who consults with national agencies providing technical assistance that address the needs of Native American/Alaska Native youth. Tribal organizations have been a part of the Transition to Adult Living Action Council, and along with mental health and other community partners have developed multi-agency summits and activities for Native American/Alaska Native youth.

DCFS Practice Guideline 705.10 "Active Efforts Required To Prevent Family Breakup" ensures benefits are available to Indian children. It states, "Child and Family Services shall undertake active efforts to provide remedial services to the Indian family subsequent to an investigation and before a decision is made to place the child out of the home." It also states, "the rehabilitative effort should take into account the prevailing social and cultural conditions and the way of life of the child's tribe. These requirements are meant to assure that both evaluation of the problem and development of the treatment plan are culturally appropriate and not tainted by cultural bias."

Benefits and Services Available

All programs and services available to any child in DCFS custody are also available to an Indian Child in DCFS custody. In fact, Practice Guideline 705.11 "Active Efforts Versus Reasonable Efforts" states, "The Child and Family Services worker shall extend to the American Indian/Alaska Native families an intense level of services to be sure to satisfy ICWA."

Negotiation in Good Faith with Tribes that Request to Develop an Agreement to Administer CFCIP

No tribe has requested to develop an agreement with DCFS to administer or supervise the CFCIP or ETV program. The state has certified that it will negotiate in good faith with those tribes that do make such a request.

Cooperation in National Evaluations/National Youth in Transition Database

The new NYTD database was released in sections over the span of nearly a year between October 2009 and September 2010. After consolidating data that already existed in the agency's SAFE database and new data elements added by the Data Management Team, formal data collection started on 10/1/2010.

When the NYTD process was presented to youth at both a national and state level, common themes emerged. Youth felt that this was their chance to be heard and contribute to the operation of foster care services for youth. They felt the survey process provides them with a voice in a way they didn't have before and that this is their chance to tell us how they are doing…for better or worse.

DCFS also hopes to use the survey as a conversation starter and that it will highlight issues that we know are likely to be problematic for a youth before he or she leaves care. For example, homelessness is often a serious challenge for youth during the first few years after they leave care. Talking to the youth about

their plans and strategies for dealing with the possible loss of housing may provide the youth with tools that will help prevent the situation.

In an effort to respond to policy changes that have been made since the inception of NYTD, and in response to the ever-changing need for relevant and accurate data, DCFS continues to evaluate and revise the database as needed. Over the next three years DCFS will collect surveys from the 17-year old, 19-year old, and 21-year old youth included in the first cohort. After the first survey group is complete DCFS will be able to fully correlate events and interventions that happened while a youth was in care to outcomes during the first three years after they leave care. After that time, DCFS will be able to evaluate the effectiveness of its practices, policies, and procedures as well as services that were administered while the youth was in foster care. Time will enable DCFS to develop a complete picture of the processes that are most effective. DCFS will ultimately use that data to determine which services to retain, and which to eliminate.

In addition to identifying best practices, collecting and measuring TAL services for youth in this age group will provide DCFS with an opportunity to examine how our services are distributed and their compatibility with other outside resources. Since we will report services that were administered by organizations outside of DCFS, we also intend to identify services we provide that duplicate those of partners or develop or enhance services when needs are going unmet.

EDUCATION AND TRAINING VOUCHERS

Populations Served

To be eligible for the Education and Training Voucher Program, an individual must meet all of the following requirements:

- Be an individual in foster care who has not yet reached 21 years of age, or
- Be an individual no longer in foster care, but who received 12 months of Transition to Adult Living services after the age of 14 while in foster care and the court terminated reunification, or
- Be an individual no longer in foster care who reached 18 years of age while in foster care and who has not yet reached 21 years of age, or
- Be an individual adopted from foster care after reaching 16 years of age and who has not yet attained 21 years of age, and
- Have an individual educational assessment and individual education plan completed by the division or their designee;
- Submit a completed application for the Education and Training Voucher Program;
- Be accepted to a qualified college, university, or vocational program;
- Apply for and accept available financial aid from other sources before obtaining funding from the Education and Training Voucher Program;
- Enroll as a full-time or part-time student in the college, university or vocational program; and
- Maintain a 2.0 cumulative grade point average on a 4.0 scale or equivalent as determined by the educational institution.

Administration of ETV and Services Provided

The Department of Workforce Services (DWS) manages the ETV program through a contract with DCFS. ETV funds are allocated to youth through an application and screening process. Vouchers are issued in compliance with ETV program requirements. Individual Education Assessments and Individual Education Plans, coordinated by DWS, are produced for each eligible applicant. Applicants receive written notice of approval or denial of their application. If denied, a written reason for denial is provided and includes instructions about how to appeal the decision.

Eligible youth may receive vouchers up to a maximum amount of $5,000 per year through the Education and Training Voucher Program. Amounts are determined by the cost of tuition at specific educational institutions and enrollment status.

Geographic Areas in Which Services are Provided

Education Training Vouchers are available statewide to qualifying youth.

Efforts to Establish, Expand or Strengthen the State's Postsecondary Educational Assistance Program

DCFS and the Department of Workforce Services (DWS) have reviewed their Interagency Contract and made revisions that clarify the requirements that youth must meet in order to access ETV funds. Two former foster youth have been hired to guide other youth through the application process. Those individuals will act as a liaison between youth, DCFS, and DWS. With the ultimate goal of maintaining the relationship between the youth and these agencies, these individuals will provide encouragement and will help youth that experience a crisis or delay in services.

DCFS will continue to support efforts to retain the Karsten Scholarship at the University of Utah, which targets a youth who has been in foster care. To date, this scholarship has enabled 2 youth to successfully complete their 4-year college degrees. The scholarship will be available again in Fall 2012. Potential scholarship candidates have been recruited and have been asked to submit applications for the scholarship.

DCFS will continue to support the Utah Education Savings Plan that launched the Olene S. Walker Transition to Adult Living Scholarship in August 2008. This scholarship is available to older youth who have been in foster care. As part of the application for this scholarship, the TAL liaison conducts a pre-application interview with all scholarship applicants and helps youth identify resources they need, as well as personal attributes they need to develop, which will enable them to be successful while in school.

Finally, in an effort to promote the advantages of a higher education, DCFS will continue to distribute the "Guidebook to Higher Education" to youth attending Basic Life Skills training.

Estimated Number of Individuals to be Served in SFY 2012

DCFS expects that more than 115 youth will receive this educational assistance during SFY 2012.

STATISTICAL, FINANCIAL AND SUPPORTING INFORMATION

Education and Training Vouchers

Number of Youth Receiving ETV Awards								
	FFY 2004	**FFY 2005***	**SFY 2006**	**SFY 2007**	**SFY 2008**	**SFY 2009**	**SFY 2010**	**SFY 2011**
Number of Youth	2	24	59	103	111	65	93	89
Average Cost per Youth	1,136.30	2,622.71	2,960.95	2,823.51	2,497.77	1,569.99	$1,576.66	$1,658.66

Inter-Country Adoptions

Following is a report on children who were adopted from another country whose placements were disrupted and subsequently taken into state custody.

Child Number (names not required)	Placement Agency	Country of Origin	Reason for Disruption/ Dissolution	Status/Plan for the Child
1	Unknown	Russia	Sexual abuse	Adoption by another family
2	Unknown	Russia	Sexual abuse	Child has been reunified with family.
3	Unknown	Ethiopia	Ungovernable	Reunification with family
4	Focus on Children	Ukraine	Delinquent behavior	Reunification with family
5	Unknown	Haiti	Sexual abusing siblings	Reunification with family

Interstate Compact on Adoption and Medical Assistance (ICAMA)/ Interstate Compact on the Placement of Children (ICPC)

Accomplishments

- The ICPC and SAFE teams developed an ICPC data tracking module in SAFE and ICPC data is now being tracked in that system
- The ICPC team developed and implemented ICPC Practice Guidelines, which were incorporated into the DCFS Policy Manual
- The ICPC team completed ICPC training in the Salt Lake Valley Region
- The ICPC team also completed and provided training to the court improvement project, training that was broadcast to other state offices throughout Utah.

ICAMA Medical Adoption Data (10/01/09 -9/30/10)			
	Incoming	**Outgoing**	**Total**
Referrals	212	140	352
Closures	75	13	88

ICPC Data – (10/01/09 –9/30/10)			
	Incoming	**Outgoing**	**Total**
All Adoptions	272	338	610
Foster Care	100	71	171
Parent	106	47	153
Kinship	95	159	254
All Residential	1687	32	1719
Closures	2305	630	2935

Timely Home Studies				
Study Type FFY-2010 (10/1/09-9/30/10)	**Completed within 60 days**	**Completed between 60 and 75 days**	**Completed over 75 days**	**TOTAL ICPC Cases**
ICPC Adoption Home Study	24	2	21	47
ICPC Foster Home Study	32	14	43	89
ICPC Parent Home Study	73	11	16	100
ICPC Relative Home Study	48	12	23	83
TOTAL	177	39	103	319

Anticipated Significant Activities to be Performed in FFY 2012

- ICPC is in the process of developing ICPC web-based training that will enable all DCFS workers to access web-based training.
- The ICPC and SAFE Teams will work to improve the ICPC database in SAFE to assure the accurate collection of data
- The ICPC Team will schedule and provide ICPC training to each DCFS region
- The ICPC Team will monitor and implement ICPC regulation changes recommended by the Association of Administrators of the Interstate Compact on the Placement of Children (AAICPC), an affiliate of American Public Human Services Association (APHSA)
- The ICPC Team will continue to develop and maintain the ICPC website.

Title IV-B Subpart 1 Payment Limitations and Match Comparison

DCFS does not use IV-B subpart 1 funding to pay for childcare, foster care maintenance, and adoption assistance payments and did not do so in FFY 2005. No Title IV-E subpart 1 funding was used for these purposes in FFY 2005, or in FFY 2009 or FFY 2010. Therefore, DCFS has complied with the requirement not to spend more title IV-B subpart 1 funds in either FFY 2009 or FFY 2010 than it did in FFY 2005 for those payments.

Likewise, since in FFY 2009 and FFY 2010 it did not use federal IV-B, subpart 1 funds for foster care maintenance payments, nor did it do so in FFY 2005, it did not allocate state funds as a match for federal funds. Therefore, DCFS has complied with the requirement that the FFY 2009 and FFY 2010 state match for foster care maintenance payments did not exceed the amount of the FFY 2005 match.

In FFY 2009, 3.40% of IV-B, subpart 1 funding was used for administrative costs. Similarly, in FFY 2010, 3.41% of IV-B, subpart 1 funding was used for administrative costs.

Promoting Safe and Stable Families Expenditures [45 CFR Part 1357.15 (s)]

Funds for Title IV-B Subpart 2 are identified in the CFS 101, Parts 1 and 2. The plan for distribution in year three is as follows

PSSF Funding Distribution	
Service Category	**Percentage**
Family Support	20%
Family Preservation	38.5%
Adoption	20%
Reunification	20%
Administration and Training	1.5%